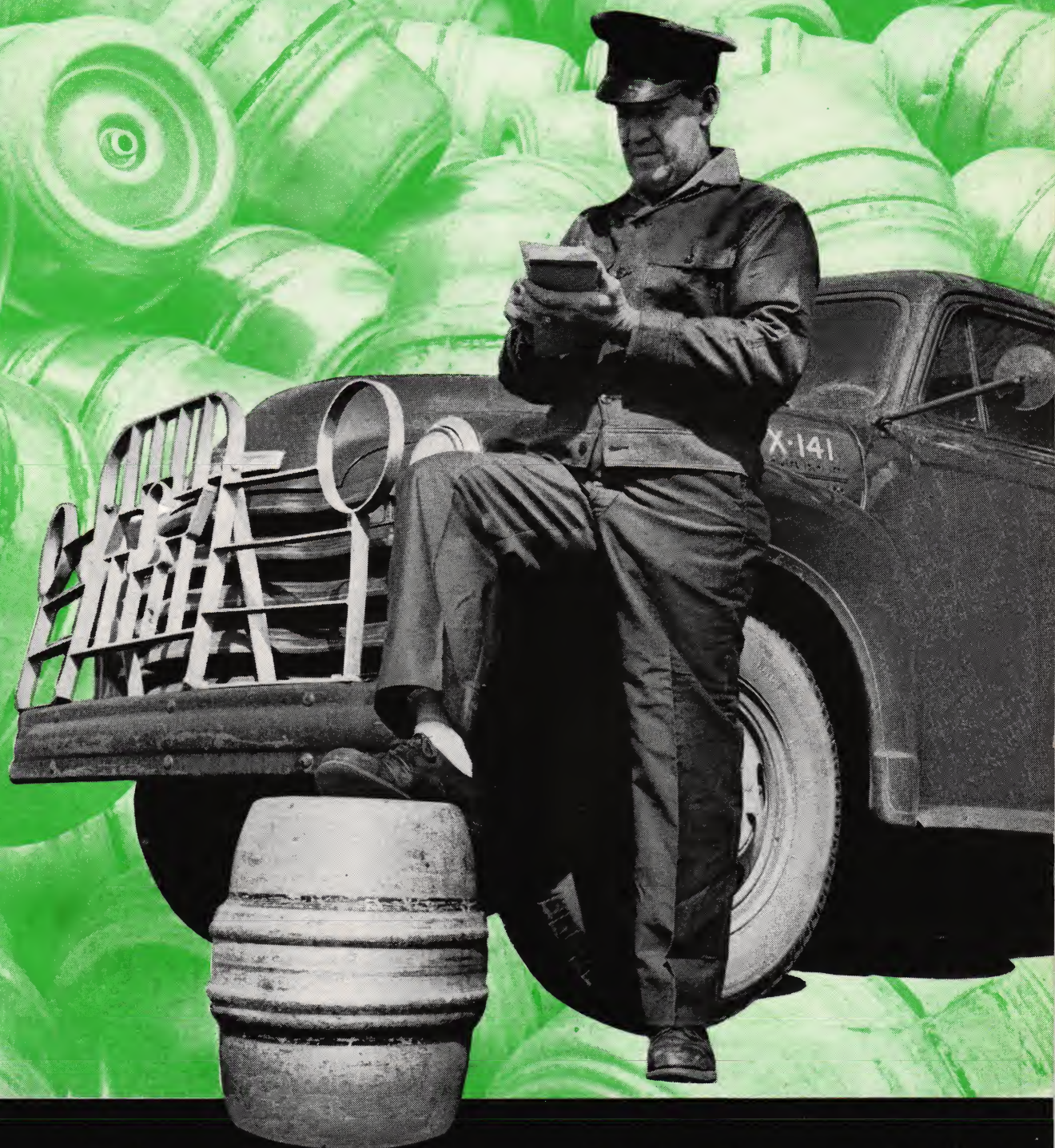


THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

APRIL 1958



Beer's Return 25 Years Ago Boomed Economy And Put Teamsters To Work

(see story inside)



Scroll presented President Hoffa by Bolivian Teamsters. See story in this issue.

THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

JAMES R. HOFFA, Editor

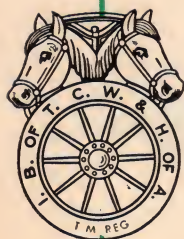
Vol. 55, No. 4

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Message from the General President



IN reporting to you that our membership has increased in the face of the sharp upswing in unemployment, it gives me a sense of deep satisfaction. But it also raises a fear of something we all must avoid—complacency.

It is well and good to be healthy and strong. The latest figures from the Secretary-Treasurer's office show that per capita tax was paid on a membership of 1,552,001 in February. This is nearly 19,000 higher than a year ago. It is an encouraging state of affairs, especially in view of the many and vicious attempts made to destroy this Union.

But none of us should permit ourselves to become complacent about it. Because self-satisfaction breeds laziness and therein lies a more destructive enemy than any who, in one way or another, have been trying for some time to divide and destroy or even take over the Teamsters.

I can give you every reassurance that each member of your Executive Board as well as all officials in the Conferences, Joint Councils and Local Unions are determined to fight destructive forces to the bitter end. We are pledged to move ahead, not to either drop behind or to stand still.

And to achieve the goals we have set for the future I would like you to know that our immediate efforts are being concentrated on organizing. I, personally, have discussed plans and campaigns with most of our International Organizers. They are working jointly with the Conference Chairmen, Joint Councils and Locals in a coordinated effort to bring more members into the fold.

Elsewhere in this issue of THE INTERNATIONAL TEAMSTER you can read about what has been done to assist the various International Unions with which we have mutual assistance agreements in organizational drives.

Recently I selected Bill Griffin, director of our Miscellaneous Division, to serve as special representative for the Teamsters with the Upholsterers' Union and he will work closely with officers of the Joint Committee in pushing an organizing drive throughout the furniture industry.

Working in close co-operation with the various

groups with which pacts have been reaffirmed, we are giving organizing top priority. These include such Unions as the Machinists, Flight Engineers, Butchers, Bakery and Confectionery Workers, Carpenters, Operating Engineers, the Laborers and the Laundry, Cleaning and Dye Workers International. All of this should prove to be of advantage in expanding membership in the Teamsters.

While space does not permit me to itemize or go into considerable detail as to the industries or regions offering the greatest membership potential, I might say that we will be especially active in the Great Lakes and St. Lawrence Seaway areas. Once this project opens later this year, inland ports will become seaports. The boom in warehousing should be tremendous. Transportation to and from docksides will expand manyfold and we do not intend to be caught unprepared for the organizing challenge this offers.

It is always well to have organization and plans. But let us not forget that management, too, is well organized and is giving considerable time and attention to plans.

While business and industry enjoy prosperity, they likewise find some compensating factors in downtrends in the economy which brings more than a normal amount of unemployment. It is from conditions, such as now exist, that management is able to derive strength to fight unions and organizing. Some employers like to use the scarcity of jobs to instill in their workers the fear of the consequences that can come from union affiliation or organizing.

But all Teamsters know too well that progress comes only from cooperation and organizing. So we are dedicated to a vigorous campaign, in cooperation with those of our fellow-unionists who care to join, to organize the unorganized and thereby improve the general well-being of all working men and women.

A large, stylized handwritten signature in green ink, which appears to read "J. R. Hoffa".

State of the Union

Much More Must Be Done, Says Hoffa

Moves To Check Unemployment Hailed

THE Administration's decision to face up to the realities of the serious employment situation and to take steps aimed at bolstering a faltering economy is encouraging but still leaves much to be desired.

The action of President Eisenhower, the Military forces and the Congress in letting contracts or in approving programs aimed at such things as easing credit, putting more money into circulation and authorizing the start of gigantic public works and home building programs is a good beginning. It falls into line with parts of the six-point program advocated in early February by the General Executive Board of the International Brotherhood of Teamsters.

But it is only the beginning. This point was stressed by General President James R. Hoffa who stated:

"The affirmative action taken by the Eisenhower administration and the Congress is to be commended. But I am convinced that more needs to be done.

"The upturn in employment and general business conditions that some administration officials had expected by mid-or-late March did not materialize. As of this time we have, according to some reliable estimates, nearly seven million people either completely out of work or working only on a part-time basis. Many of the jobless already have exhausted their rights to unemployment payments and thousands of others are falling into that category each day.

"So it is re-assuring to note that the Administration has become more affirmative in its efforts to aid these people and reverse the present trend."

What Is Being Done

On the occasion of President Hoffa's

Living Costs Up

It was the same old story for February again—living costs up and the "real" income for factory workers down.

Latest Department of Labor statistics show the consumer price index up two-tenths percent over January. On the average, prices were higher for food, housing, medical care and personal care, but transportation and apparel prices were slightly lower.

The price index was up 3.2 percent over a year ago, reaching 122.5.

The increase in the cost of living again combined with a drop in factory workers take-home pay to produce another sag in the buying power of factory workers. Compared with a year ago, buying power of production workers was down by 5 percent.

But, rather significantly, cash dividends climbed during February while employment and national production tumbled.

Dividends for the month by corporations which issue public reports reached \$346 million as compared with \$335 million during the same period a year ago. For the first two months this year dividends were about \$3 million more than for the same period in 1957.

comments, Mr. Eisenhower had just issued orders aimed at speeding work on about \$2,250,000,000 worth of private, cooperative and local government projects aided by the Federal Government.

The Congress had just completed action on and sent to the President for approval a \$1,800,000,000 measure to spur home building.

A Senate Committee began hearings on a bill to provide up to \$2,000,000 of low-cost Federal loans for municipal projects.

The Army announced an immediate placement of orders for a \$100,000,000 in military trucks in such unemployment-ridden states as Michigan, Illinois, Indiana and Ohio.

After a meeting with a group representing the Governors of the 48 states, President Eisenhower revealed he would ask Congress to authorize the use of Treasury general funds to finance state-operated unemployment compensation plans, thereby extending by 50 per cent the period in which payments would be made to those without jobs.

All this action came in the midst of a controversy over whether a tax cut, immediately or in the near future, was advisable. While members of Congress appeared somewhat divided on the issue, the Democratic leaders in the House were sufficiently in control of the situation to maintain a wait-and-see attitude, at least for the time being.

Cautions Against Alarmists

President Eisenhower, himself, appeared to be taking a cautious "let's not rush" attitude on tax reduction as well as many other anti-recession proposals. In a speech to some 1,800 cheering-Republican women in Washington he enunciated his policy in un-

State of the Union

mistakable terms when he stated:

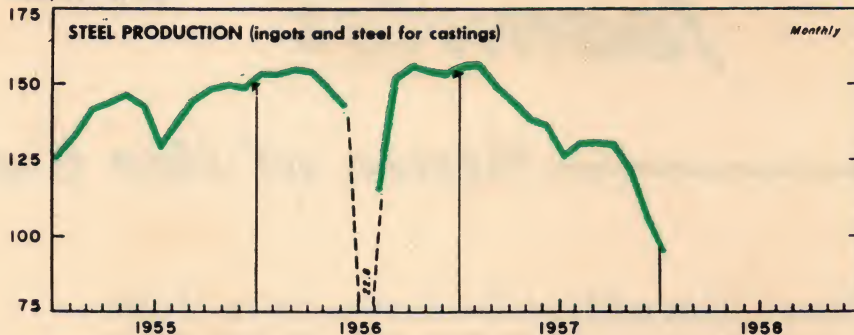
"This Administration is not going to be panicked by alarmists into activities that could actually make those (present) hardships not temporary but chronic."

Mr. Eisenhower made it clear that no measures would be taken unless and until they were considered "desirable and necessary" after consultation with Congressional leaders.

This declaration came from the President in the midst of appeals from many quarters for him to urgent action. He was exhorted to do many things, from recommending income tax cuts to out-and-out "pump-priming" projects.

While the Administration did not activate all of the proposals advanced by the Teamsters in mid-February it was a tribute to their foresight to see the President put into action part of the accelerated program of public

Index, 1947-49 = 100



as five weeks in Florida to 30 weeks in Pennsylvania, with most states cutting the payments off at the end of 26 weeks.

"It is quite apparent that even the maximum payments are hardly adequate, under present-day conditions, to tide the unfortunate jobless over the rough spots," said President Hoffa. "Consequently, I would like to see the

exercise the full influence of his office to get Congress to extend unemployment benefits to those not now covered. In addition, he should press the Congress to increase the minimum wage paid under the Fair Labor Standards Act and, here again, to extend the Act to millions of workers now denied its protection.

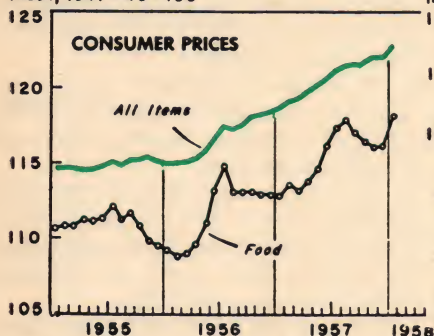
"These, as I view the picture, are as urgent and demanding of attention as are the matters more directly related to the issues at hand."

Industrial Production Tumbles

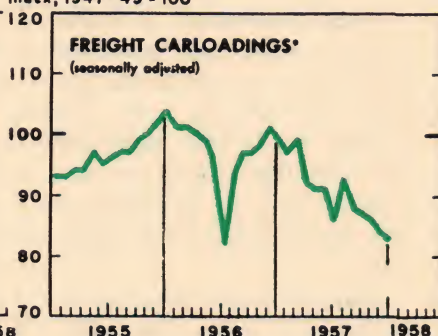
The number of jobless not only dropped to a 16-year low during February—estimated at 5,173,000, plus another 1,800,000 who are working part-time, making a total of about 7,000,000 not fully employed—but industrial production tumbled 3 points on top of a similar reduction during January.

Using average output in the 1947-49 period as 100, the production index was 130 in February after seasonal adjustment compared with a peak of 147 in December 1956. In February a year ago it was 146 and last August, when the index started its sharp decline, it registered 145. This represents a 15-point drop since last August, which is equivalent to the declines in the 1953-54 and the 1948-49 recessions.

Index, 1947-49 = 100



Index, 1947-49 = 100



works and defense expenditures they recommended. Furthermore, there was a reduction of one-half percentage point in the reserves the Federal Reserve Board requires of its member banks. This, too, was in line with the Teamsters' plea for a relaxation in monetary and credit policies.

The President asked Congress, in a special message, to approve federal payments to the jobless who have exhausted state unemployment payments. These payments would be for a period half again as long as now prevailing in a particular state.

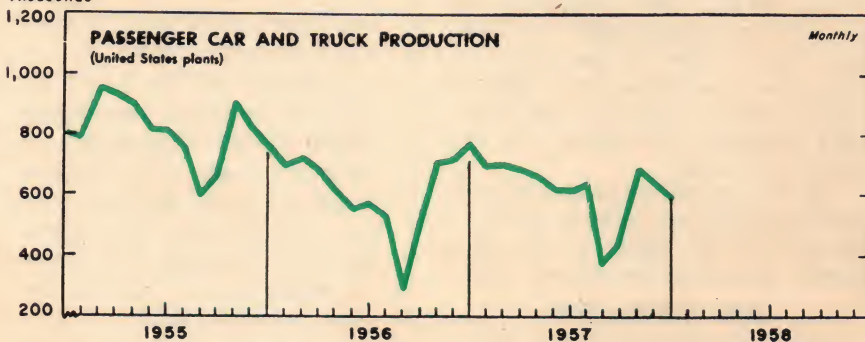
It was estimated by Mr. Eisenhower that it would cost between five and six million dollars immediately to finance the supplementary benefits he proposed.

State unemployment benefits now range from about \$20 a week in North Carolina to \$39.50 in Nevada. These payments extend from as little

Administration go beyond the aid it contemplates for the states and push for enactment by Congress of a law that would increase unemployment payments to a level more realistically approximating current living costs.

"And I don't think the Administration should stop even there. President Eisenhower should, in my estimation,

Thousands



May Be Weeks Before Decision

“Hot Cargo” Case Before Supreme Court

THE validity of the so-called “hot cargo” clause which is a vital part of many Teamster contracts is now being considered by the nine Justices of the U. S. Supreme Court.

The pros and cons of the “hot cargo” clause were argued on March 12 before the full court and provoked some intense questioning of opposing counsel on the part of some members of the Court. Herbert S. Thatcher, special counsel for the IBT, of Washington argued the case for the Teamsters. Dominick L. Manoli presented the case in behalf of the National Labor Relations Board.

Technically the case is on the record as the NLRB vs. General Drivers, Chauffeurs, Warehousemen and Helpers Union, Local 886 of Oklahoma City. After members of Local 850 of the International Association of Machinists went on strike against the American Iron and Machine Works Company, the Teamsters, in conformity with a clause in its contract, refused to handle goods of the struck company.

The case has been in litigation for some time. On the Supreme Court's docket the Teamster case has been consolidated with two others involving the “hot cargo” clause. The unions concerned are the International Association of Machinists and the International Brotherhood of Carpenters.

Extend Time For Arguments

The Supreme Court has given no indication of how soon a decision may be forthcoming. But those familiar with court procedure say that cases of such importance normally take weeks before a decision is rendered. It was considered significant that the Court, which usually confines arguments to two hours, allowed double that time in this case.

“What the (National Labor Relations) Board has really done in this case is to say that the employer is free to repudiate the very collective agreement which it is the purpose of the (Taft-Hartley) Act to encourage and protect,” Thatcher told the Justices.

The question at issue, he contended, is whether agreements between carriers and the International Brotherhood of

Teamsters, which stipulate that Teamsters shall not be required to handle goods of an “unfair” company, are illegal under that section of the Taft-Hartley law dealing with secondary boycotts. Thatcher argued that the Teamsters' refusal to handle the goods of a “struck” company, in line with contractual provisions, does not violate the section in question—8(b)(4)(A).

The Teamsters' counsel said that agreements not to handle “struck” goods is as traditional as the union shop agreement and are a “protection” device.

NLRB Divided On Issue

Thatcher asserted that the National Labor Relations Board itself is divided in its feelings about “hot cargo.” In this case, four of the five NLRB members, he told the court, found that a “hot cargo” clause is legal and proper but, nevertheless, a majority of the Board held the union attempts at enforcing the clause is in violation of the law. To the layman, then, this would mean that it is one thing to enter into a “hot cargo” agreement but something else to put it into practice.

Attorney Manoli himself conceded

that the NLRB's position had changed from time to time but stuck to his argument that, regardless of “hot cargo” agreements, unions could not go to their members and tell them to refrain from hauling goods. He said that when Congress passed the Taft-Hartley Act it meant to stop both types of inducements to refrain from trade; secondary boycotting and handling “hot cargo.”

“Did Congress outlaw them?” asked Chief Justice Warren.

“No, but it did not approve of them,” answered Manoli.

Justice William J. Brennan, Jr. then asked, “If, of their own volition, these employees refuse to handle the freight there's nothing we can do about it. But if, on the other hand, union representatives induce them not to (handle the freight) this is wrong?”

The Justice added that if these were the facts it looked to him as though the Teamsters were certainly getting the bad end of the deal. Manoli indicated agreement with both observations made by Justice Brennan.

In a discussion as to whether handling “hot cargo” was against the

(Continued on page 30)



CONSIDERING “HOT CARGO”—These are the nine Supreme Court Justices who are weighing the pros and cons of the issue vital to Teamsters. (Left to right) seated: Associate Justices William O. Douglas and Hugo L. Black, Chief Justice Earl Warren, Associate Justices Felix Frankfurter and Harold H. Burton. Standing: Associate Justices William J. Brennan, Jr., Thomas E. Clark, John M. Harlan and Charles Whittaker.

Teamsters and Brewing Industry Gain

Celebrate Beer's Return 25 Years Ago

By WILLIAM J. KELLY

TWENTY-FIVE years ago our nation was in the throes of its worst depression. A new President, Franklin Delano Roosevelt, had just been inaugurated and he was presenting to the Congress new ideas and proposals which were to radically change the economic trend.

Thirteen years before the Volstead Act had made the manufacture and sale of intoxicating liquors illegal. This included beer—except for the near-beer variety which found little

favor during the Prohibition era.

So one of the first moves by the new President and the Congress was to rush through a repeal measure which legalized the sale of beer once again on April 7, 1933. (The ban against hard liquor wasn't lifted until the following Dec. 9th).

With the return of beer came acceleration in the economy that produced nation-wide rejoicing and gladdened the hearts of people who were debt-ridden, discouraged and who hadn't worked in months or even years in many instances.

As breweries re-opened and stepped up production to satisfy the thirst of a parched nation, thousands of new jobs came into being. All down the line, from the brewery to the corner tavern and the retail store, hands that had been idle were turned to honest tasks which reduced the jobless rolls and produced pay checks to stimulate the national economy.

Prominent among those who experienced the satisfaction that comes from a job and money to support a family were many Teamsters. This International Brotherhood always has had a large representation in the beverage industry. But the degree to which it has organized the Brewing industry since repeal in practically every part of the country has been practically phenomenal.

Organization of the industry has been thorough. Today Teamsters can be found among brewers, bottlers, warehousemen, truck drivers and handlers in plants throughout the country. All work under contracts that provide some of the highest pay scales in the country. And their health, welfare and pension benefits are the envy of working men everywhere.

In the short space of a quarter of a century the Teamsters' Union has made tremendous numerical gains and accomplished much in bettering the working conditions and lives of Brewery workers. As an example of what the Union has done, the story of John Neger, a brewery truck driver for 43 years, offers an interesting and revealing illustration.

Neger, now 70 and generously endowed with snow-white hair, became a member of the Teamster Beer Drivers' Local 124 in Brooklyn, N. Y., in 1911. He first delivered beer by horse-drawn wagons but switched to driving a truck when the Liebmann Brewery for which he worked motorized.

When prohibition came, employment in the industry dropped to virtually nothing. Most breweries shuttered their plants completely. A few tried to linger on, producing the non-intoxicating near-beer.

Neger was among the relatively few Teamsters who managed to retain his



IT SEEMS LIKE YESTERDAY—At least to George Neger, a retired Teamster who, as a truck driver-member of Local 124, made his brewery's first delivery when beer became legal 25 years ago.



ABOVE: Late winter snow blankets the ground surrounding the modern, four-bedroom home John Neger, shown assisting Mrs. Neger down slippery steps, owns in suburban New York.

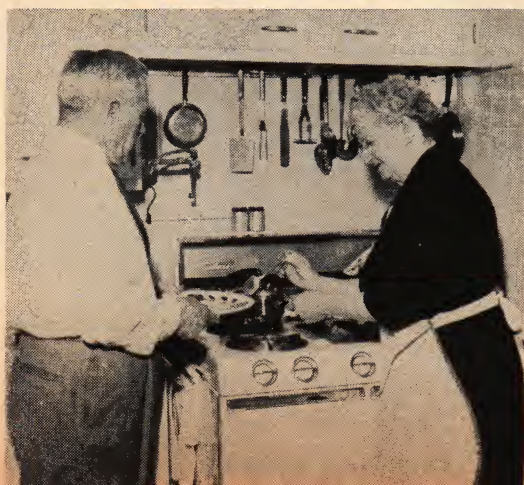


RIGHT: It's a leisurely life and retired Teamster John Neger ignores the slippery underfooting to give his 1957 sedan a polishing.

BELOW: John Neger, with helpful suggestions from his wife, selects seeds for the garden which gives the retired Teamster a great deal of relaxation and satisfaction.



BELOW: Good pay and a generous pension plan, negotiated by his Teamster local, have made it possible for John Neger and his wife to enjoy retirement in a four-bedroom house equipped with such modern appliances as shown here.



job delivering near-beer. But it was a tough struggle.

"We worked on a salary-commission basis," said Neger, who now lives a contented life in retirement, thanks to the substantial pension and other benefits contained in contracts negotiated by the Teamster Union. "I was lucky to earn about \$35 weekly. While the cost-of-living was not as high then as it is today, this was hardly more than enough to keep body and soul together."

When April 7, 1933 dawned and a thirsty and curious populace turned out to sample the first honest-to-goodness legal American beer brewed in 13 years, Neger had the honor of driving the first truck-load away from his employer's Brooklyn plant.

"It probably was one of my toughest deliveries," Neger recalled while reminiscing about the celebrations which greeted the return of beer. "At every stop crowds would swarm about you, gazing in wonder at the bottles. Some would pick a bottle or two out of the

BELOW: Snow belies the season but John Neger can't resist stealing a look at the seedlings in one of the cold-frames outside his home.





Teamsters inside the plant are key personnel in producing beer.

case and study the label as though it were something unreal.

"It was quite a day and one I won't forget."

Soon after repeal the Teamsters negotiated a new contract and this boosted Neger's pay to about \$50 a week.

A Good Provider

"I had a wife and twin children—a boy and a girl—and the pay increase came in mighty handy. By careful planning and saving, Mrs. Neger and I managed to invest in a little two-family house in Brooklyn. When the children finished elementary school, we were able to pay the comparatively high tuition required to send them to private high schools. Then we were able to finance a college education

for both my son and daughter. I've got the Teamsters' Union to thank for making all this possible."

As each new contract was negotiated, Neger received more money and improved benefits of various sorts. When the day of retirement came in 1955 his salary—contrasted with the \$35 he made for a nearly 60-hour week 30 years before—ran to approximately \$125 for a week of about 35 hours. Moreover, there were many benefits Neger had never known in the old days, such as 9 paid holidays each year and four weeks of paid vacation, to say nothing of irrevocable health, welfare, pension and insurance rights.

Under the contract prevailing in the New York area today, the Teamster

beer truck driver gets about \$140 weekly for delivering maximum volume. The number of paid holidays yearly has been boosted to 11 and a worker now gets four weeks paid vacation after only five years of employment.

Retirement Days Are Happy

What is more important to Neger at this stage in life is the pension and health benefits the Union won for him.

Each month he draws and will continue to draw throughout his life—a pension of \$63 which, added to Social Security benefits, gives him a monthly income of about \$220. In addition Neger and wife enjoy, at no cost to them, insurance to defray medical, surgical and hospitalization costs. A paid-up insurance policy in the amount of \$500 also has been issued to Neger.

In order to more fully enjoy the days of approaching retirement, Neger moved from Brooklyn six years ago to Mineola, some 30 miles distant on Long Island. The money he had earned and saved as a Teamster enabled him to purchase a modern, four-bedroom home which is equipped with just about everything you can imagine in the way of labor-saving electrical appliances.

Outside there are ample grounds to keep Neger occupied caring for the lawn or the flower and vegetable gardens in which he takes particular delight. But all of his retirement hours are not devoted to household chores.

Both Mr. and Mrs. Neger are extremely active people who enjoy traveling. Neger owns a 1957 car in

Remember When Beer Came Back

The 25th anniversary of the repeal of Prohibition which brought the legal sale of beer will be commemorated in many cities but in none to a greater degree, perhaps, than in New York City.

A Labor Committee of six Teamster Brewery Locals and 12 locals of the Hotel, Restaurant and Bartenders Union has arranged a luncheon at New York's Hotel Commodore on April 7 to pay tribute to those who were instrumental in bringing about repeal of the Volstead Act.

A key objective of the program will be to demonstrate the great advances made by organized labor in the brewery and distilling industries since repeal and to show how the unions and their members have contributed to a better way of life in the community and the nation.

Among those invited as luncheon guests are Herbert H. Lehman, former Governor and U. S. Senator of New York; Cong. Emanuel Celler who sponsored the repeal legislation; Edward P. Mulrooney, New York's first administrator of post-repeal alcoholic beverage laws; and Ray Schoessling, director of the Teamsters' National Brewery and Soft Drink Conference, of Chicago. John Hoh, secretary of the Brewery Workers' Joint Board, IBT, will act as toastmaster.



CAN YOU REMEMBER?—Plenty of Teamsters recall such scenes as the above. This was one of the first loads of barrel beer delivered in New York City when repeal came on April 7, 1933.

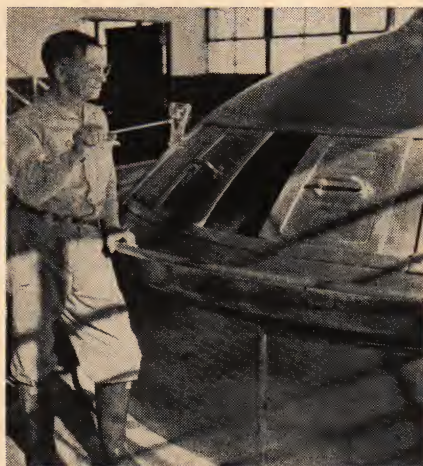
the medium-priced field and, accompanied by Mrs. Neger, still has a fondness for the vacation trips he got accustomed to as a working Teamster. In winters, they head southward and, despite their years, have driven as far as Florida. In the summers, the cooler climates have strong appeal and they have taken frequent trips throughout the New England states, New York, and Eastern Canada.

A Teamster to the core, Neger is relishing every one of his leisure hours. "It's very comforting and satisfying to know that my wife and I can now enjoy our lives," he said. "The Teamsters is a fine union and when I think of how it has made our lives so full and rewarding I understand fully the advantages of such an organization.

"No one likes to retire but when the time comes and you can do it under the circumstances that apply in my case, there is nothing like it."

Neger's story is not unusual but rather symbolic of the advantageous pay scales and many benefits that Teamster-negotiated contracts are bringing to countless American men and women. While pay rates, working conditions and benefits vary from area to area and from industry to industry, the measure of comfort and security provided by Teamster contracts never diminishes.

Of course, it wasn't only the Teamsters who benefited from the legalization of beer. When the foamy suds began to flow freely again 25 years ago, a depression-gripped nation was given a tremendous lift. In addition to the jobs immediately created in the brewing industry, thousands more came into being in bottle, barrel and brewing equipment plants as well as in restaurants, hotels, taverns, etc.



A skilled hand and perceptive eye checks on processing.

The tide of employment and re-employment spread much further. Farmers enlarged the acreage devoted to hops. Millions of dollars were poured into advertising campaigns. More immediately rewarding, perhaps, was the millions of dollars in new taxes that began drifting into the treasuries of federal, state and local governments.

The legalization of beer has resulted in approximately \$38 billion being pumped into the American economy in a quarter of a century, according to a recent analysis released by the United States Brewers Foundation.

It was an economic shot in the arm of considerable magnitude. So it is understandable that there was legitimate cause for the singing of "Happy Days Are Here Again" as the populace did in New York and elsewhere on April 7, 1933.

Teamsters, such as symbolized by John Neger, know just how happy those and subsequent days have been thanks largely to the foresight and aggressiveness of their union officials.



Teamsters are kept busy in many ways in satisfying the needs of the brewing industry.

O'Rourke Re-Elected

International Vice President John J. O'Rourke has been re-elected president of Teamster Joint Council 16 by a margin of about 2-to-1 over Dennis Crotty, president of Local 852.

Five of O'Rourke's running mates were elected by overwhelming votes. Only one member of the opposition slate, John Hoh, secretary-treasurer of Local 8, was unopposed for vice president of the Joint Council. The 58 locals in the Council have a membership of about 125,000.

President O'Rourke, installed for a new five-year term, has revealed he intends to launch a campaign to organize Teamsters in the several counties adjacent to Greater New York.

Local 307 Gets Pact

Members of Teamster Local 307 in Wyoming have won a new two-year agreement with the Wyoming State Associated General Contractors plus a heavy and highway agreement covering the entire state of Wyoming.

Ed Toliver, secretary-treasurer of Local 307, stated that actual wage increases and improvements in conditions were substantial and were well received by the membership.

Canadian Teamsters To Meet April 19-20

The Canadian Teamsters Conference will meet April 19 and 20 in Winnipeg, Man., to review contract improvements, organizing gains, and determine on future plans. I. M. Dodds, international representative, has announced.

The Teamsters will meet two days prior to the opening of the Canadian Labor Conference, which will also be held in Winnipeg. Headquarters for the Canadian Teamsters Conference will be the Royal Alexander Hotel.

The IBT has 39 Canadian locals in three Joint Councils located at Vancouver, Toronto, and Winnipeg.

HOFFA AND ENGLISH—Two Rank-and-Filers

TWO straight-talking rank-and-filers—that describes Jimmy Hoffa and John English, the new team that heads the Teamsters.

Both men think—and talk—straight from the heart. And their hearts are still where they were when they walked their first picket line.



Jimmy Hoffa

English, and it is the secret of their tremendous popularity within the International Union.

Late one night, driving from a union meeting in a small Illinois town, Hoffa pulled into a truck stop for a cup of coffee. Before he left, he had an impromptu union meeting with the road drivers assembled there, exchanging views on what they needed and how the union should be run.

In his acceptance speech at the 1957 Teamster convention, Hoffa declared: "I say to the rank-and-file—our 1,500,000 members—I want to hear from you, I want your advice, I want your guidance, I want your help. If you are dissatisfied with anything that is being done, or in the way this Union is being run, I want to hear from you."

General Secretary-Treasurer John English is just as much an "unreconstructed rank-and-filer."

For many years, English served as an international auditor, visiting local unions everywhere in the country, where he learned their problems first-hand.

To this day, he enjoys nothing more than "lobby-sitting" with rank-and-file delegates at union meetings and conventions, exchanging experiences of the trade.

The blunt-speaking English is a great favorite as a speaker at union gatherings. Recently, he gave a clue to the reason he emerged as a great union leader, when he told a meeting: "Years ago, I probably told you fellows about a place where I worked. I didn't work any place too long because they said I was an agitator. What did I care? If I didn't work there, I would work somewhere else."

As he told the rank-and-file at the Teamster convention: "I never looked for publicity from anybody. I didn't like it. The publicity I want is from you. When you smile at me and shake my hand, then I know you appreciate what we are doing."

Learned From Practical Experience

An ideal team, Hoffa and English represent the old and the new in the labor movement. Both learned their unionism the hard way—building a strong organization in tough times.

HOFFA, only 45, left school at the end of the ninth grade to support his widowed mother, and organized his first union when he was 18. That was 1932, the height of the depression in Detroit. Hoffa's first major organizing success involved the automobile carriers, years before the automobile industry itself was organized, and Hoffa took his licks from company-hired strong men. He fought back and won, and during the 1930's the name of Hoffa became a symbol of trade unionism in one of the country's strongest anti-union centers.

English, who will be 69 on April 14, began even younger. A veteran horse-and-wagon Teamster, English joined Teamsters Local 191 in Boston in 1904 at the age of 15, just out of grammar school. His first job was driving a two-horse dump cart, working from dawn to dusk.

Fighters from their earliest years, Hoffa became a business representative when he was just 19, English when he was only 21. When John English was elected to that post in Boston Local 68 in 1910, the Teamsters were a rough-and-ready young organization trying to carve out decent conditions in one of the most oppressive occupations.

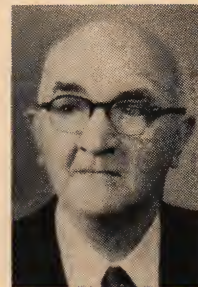
English knew the troubles of the man in the wagon seat, but he also knew how to discuss labor law in the governor's office, and his dedicated work in behalf of the Teamsters movement led to his election as recording secretary, vice-president, and finally president of the Boston Joint Council.

By 1927, the New England Teamsters were a strong, expanding force in the International Union, and English was elected fifth vice president of the International Union at the age of 38. He became a close associate of the late President Daniel J. Tobin, who called upon his outstanding abilities as an organizer, negotiator, and trouble-shooter.

By 1936, Tobin prevailed upon English to resign as vice-president and devote his full energy and talent to organizing and auditing. For the next 10 years, the future General Secretary-Treasurer traveled from coast and coast, from gulf to border, installing and removing charters, auditing accounts of local unions, settling strikes and distributing strike benefits, negotiating. He became one of the best-known personalities in the International Union, and continually developed his already-great understanding of the rank-and-filer's problems.

When the long-time Secretary-Treasurer, John Gillespie, died in 1946, English was rewarded for his long and strenuous labors in behalf of the union by appointment to Gillespie's unexpired term, and a year later, John English was elected General Secretary-Treasurer by acclamation at the Teamsters national convention.

Hoffa's rise was equally a tribute to his abilities. His success in organizing the Detroit car haulers led to his election as president of Local 299 at the age of 24. By the time he was 27, Hoffa was named chairman of the negotiating committee of the Central States Drivers Council, developing the 12-state over-the-road agreement and



John English

making his record as one of the greatest negotiators in the union's long history.

Symbolic of Hoffa's dynamic trade unionism was his achievement of the historic local cartage agreement covering 25 states in the Midwest and South in 1955. For the first time, Hoffa broke the north-south wage differential, bringing Southern cartage drivers to the same rates as those in Northern cities. The contract brought 14,000 employers under a single contract, bringing drivers throughout the area from as low as 98 cents per hour to a uniform \$2.24 per hour in 30 months' time, and to \$2.58 by 1960.

To individual drivers, this meant as much as \$6,500 additional wages and benefits in three years' time. It cost employers a grant total of \$450,000,000 in wages increases over the 25-state area in three years' time. Little wonder the hard-working Hoffa (he works 12 to 14 hours a day, six days a week) became a prime target of the labor haters!

By 1948, although only 35 years of age, Hoffa was named a trustee of the International Union, and in 1952, he was elected ninth vice president at the national convention.

In 1953, when the Central Conference was formed, Hoffa was appointed Chairman. Working closely with the Southern Conference, Hoffa began an unprecedented organizing campaign. Working as number one trouble-shooter for the International Union, Hoffa used his amazing talents to master such achievements as the historic Montgomery Ward contract in 1955, the first in history with that long-time opponent of unionism.

Through the years, Hoffa and English never lost their touch with the "grass roots." Hoffa once told a newspaper critic: "I will take any critic and stand up with him in a debate in front of the entire membership of my local union and take a secret vote when the debate is over, and I will be guided by the results of that secret vote. And I will win, because the members understand our operation, and know that whatever we have done, we have done for them."

Principle Above Everything

Both are intensely proud of their record in behalf of the union, and justifiably so. John English has been without peer as a man of integrity in the trade union movement. At the recent Teamster convention, English put it on the line:

"I will never put money before principle. I can look you all in the face, every one of you, and the worst you have ever gotten from me is a square deal, and that is the worst you will ever get."

English also learned, through the years, that anti-union critics are loudest and most vicious against trade unionists who are most aggressive and most successful in representing their membership.

Taking notice of the bitter but unproven accusation made against Hoffa in an effort to prevent his election to the General Presidency, English told the Teamsters' last convention:

"I am standing here today, telling you that we are going to place in nomination the name of James R. Hoffa, the champion of the Teamsters' movement. I don't care what anybody says, he has done more as an individual than any man in this organization, including myself."

At the Central Conference meeting held in conjunction with the convention, English went even further: "What we love about Jimmy is what he has done for our organization. All that cheap guff and gab doesn't put a meal on your table. It is what we have done. We must be judged by what we do. And I love this little fellow."

To Hoffa himself, who had urged sweeping constitutional reform to strengthen the union, the charges were not easy to take. As he told the convention:

"To say that I do not feel deeply about the charges that have been made against me would be untrue. To say that it has not been tough would be untrue. I am a family man. I have a wife and children. I am proud of my family, and they are proud of me. They know how I believe in the cause of labor. They know this is my life's work and I am not ashamed to face them at any time for anything I have ever done."

Men Of Their Word

Through the years, both Hoffa and English earned a reputation as men of their word. Neither is afraid to say what he thinks. When they say something, they mean it.

English, speaking from his heart, told the convention: "When you are electing your executive board, don't get a lot of 'yes' men. Give us some men that will stand up in their shoes."

And Hoffa, also from a deep awareness of responsibility to the membership, told the delegates: "With God's help, I pledge to do all in my power to lead you and this organization to a position of respect and honor in the eyes of the rank and file of labor; in the eyes of the nation; in the eyes of the world. . . . I pledge to you that this union will be a model of trade unionism."

To John English, the charges against the Teamsters' Union were untrue. Said English: "If we can't take care of ourselves, morally, financially, and otherwise, then I would like to see the organization that can. This is the best organization in the country barring none."

Plain-talking Hoffa and English speak the same language, and it is the language of dedication to the cause of improved living and working conditions for the people.

At the Central Conference meeting in Chicago in 1954, Hoffa was explaining a set of negotiations. Said Hoffa: "For days and days the employers had a big board, big as this door, and all they did was put slide rules in there, and pictures, showing us why they couldn't give us any money, and how we were supposed to take a reduction—you never heard such talk in your life. For days and days we looked at these boards, and when they were finished, we said: 'Now that you have shown us the pictures, which have nothing to do with the case, let's do some real negotiating'."

Perhaps the height of English's speaking career was his stirring speech in defense of the Teamsters at the AFL-CIO convention which expelled the union. Said English: "Regardless of what you or anybody says, deep down in your hearts you know there is not a union connected here that is better than the Teamsters Union. For 50 years every time you come to us we helped you. . . ."

"The Teamsters Union will get along. We won't forget our friends. Teamsters never forget their friends. As far as our enemies are concerned, they can all go straight to hell. . . ."

"We are on the chopping block now, but who is going to follow us? When you do, be judged by what you do here today and don't come weeping on our shoulders. We'll be able to take it. I wonder, will you be able to take it the way we are going to take it?"

"Don't let them tell you about the Teamsters Union. We are loved by all. You fellows in here love us and you know they are giving us a bum deal. . . ."

This is the team—Hoffa and English—that guides the destinies of the great Teamsters' International Union.

They are rank-and-filers, by birth and by choice. As Hoffa told delegates to the Teamsters' convention: "This International Union exists for you and for the membership, however large or small the local union might be. . . . The resources of this great International Union will be spent for the benefit of the membership in the never-ending fight for justice and dignity for the workers we represent."

In all the decisions and actions of Jimmy Hoffa and John English, the welfare of the union has always come first.

Upholsterers and Teamsters Push Organizing

Renewal of the mutual aid agreement existing between the Upholsterers' International Union and the International Brotherhood of Teamsters has given new stimulus to a joint organizing campaign.

At a meeting in late March representatives of the two International Unions, which have made favorable progress in their organizing efforts during the past four years, formulated new plans and mapped out target areas likely to produce the greatest number of new members.

This action followed the selection of William Griffin to supervise and direct all organizing under the mutual aid pact. The choice of Griffin, who is National Director of the Miscellaneous Division within the IBT, was made by General President James R. Hoffa and Sal Hoffmann, president of the Upholsterers. Hoffa said:

Harmonious Relationship. "We were most happy to renew our agree-

ment with the Upholsterers, which worked to the advantage of both unions. We intend to exert greater energies than ever in the coming months to organize the unorganized in the furniture and related fields.

"I have asked Bill Griffin to coordinate Teamster activities. Furthermore, copies of the mutual aid agreement are being sent to all our Locals and Joint Councils with a letter in which I urge all officials to cooperate fully with representatives of Sal Hoffmann's fine organization."

Hoffmann is president of the Upholsterers' Union and was one of the Teamsters' staunchest defenders during the December convention of the AFL-CIO. During a speech on the convention floor, he argued against expulsion and urged that the Teamsters be granted the year they asked in which to make whatever changes were felt necessary.

Strong for Unity. ". . . A united

labor movement is our only defense against all anti-labor forces with their anti-labor laws and their anti-labor propaganda," said Hoffmann on that occasion. "The expulsion of the Teamsters will not appease the enemies of labor. It would only whet their appetite for more."

Since the original agreement was signed in 1954 organizing campaigns have been carried out successfully with employees of 13 companies in about 30 locations scattered throughout the country.

Actively engaged in the drive on the part of the Upholsterers has been Alfred R. Rota, who, with Teamster Vice President Einar Mohn, has served as co-chairman of a joint committee. This group also includes George Bucher, Tony Remshardt and Reed J. Stoney as representatives of the Upholsterers and Harold Thirion, Jack Annand, Thomas E. Flynn and James R. Hoffa for the Teamsters.

Many a Tall Tale Was Spun



PENSIONERS MEET AND EAT—The first "pensioner's" dinner of Local 705 of Chicago attracted an excellent turnout. Each of the Teamsters who have been enjoying monthly pensions of \$75, was presented with a watch.

Bolivian Teamsters Honor President Hoffa

SOME 15,000 miles separates Teamsters in the United States from their counterparts in Bolivia but they are kindred trade unionists dedicated to the same cause.

This was demonstrated during the past month when two members of the Federation of Bolivian Teamsters chugged up to International Headquarters in Washington in a 1924 Chevrolet truck. Out they hopped and proceeded to the office of General President James R. Hoffa where they presented him with a handsome scroll (see inside front cover) bearing the good wishes and friendly greetings of their Federation's President, Jose Alfonso Funes.

Delighted by this manifestation of friendship and goodwill, President Hoffa sent a letter to Brother Funes in LaPaz, Bolivia, in which he stated:

"It is with particular pride and pleasure that I convey to you the friendly and brotherly greetings of myself and my nearly 1,500,000 fellow-Teamsters in the United States. Since our brotherhood, like yours, is dedicated to advancement of the workingman's cause, I felt honored by the visit of your representatives, Messrs. Renato Portocarrero and Jose Tereceros, and to receive from them the distinguished scroll containing your Federation's friendly greetings.

"Your wish that the links of friendship and trade union fraternity between our countries and peoples may be strengthened is one which I heartily endorse without reservation."

President Hoffa also advised President Funes that he was forwarding him "something I would like you to accept as a symbol of the fraternity and solidarity I trust shall prevail between our people and countries" for time immemorial." This gift was a suitably engraved onyx dual-pen desk set.

A Venturesome Pair

For Renato Portocarrero, 31, and Jose Tereceros, 33, the stopover in Washington climaxed an intercontinental tour that began eight months ago in LaPaz. With \$4,000 saved over a 10-year period and the 1924-vintage truck, they headed northward. Along the way they absorbed adventure galore and managed to collect the autographs of the Presidents of Peru, Colombia, Venezuela, Panama, Costa Rica, Nicaragua, El Salvador, and

Guatemala, before crossing the border into the United States.

As they proceeded northward, they paid their respects to Teamster Local Union officials in various cities. While the language barrier was somewhat formidable they managed to get along, frequently getting an assist from someone in the community who was conversant with their Spanish tongue.

After visiting with President Hoffa and other Teamsters and seeing the sights of Washington, the Bolivians hopped again into their redoubtable truck—the sides of which bore a map showing the countries and capitals through which they had passed—and headed for Detroit. There they planned to turn the truck over to General Motors.



BROTHERLY GREETINGS—Jose Tereceros (left) and Renato Portocarrero present handsome friendship scroll from President of Bolivian Teamsters' Federation to President Hoffa.



TOURING TEAMSTERS—Renato Portocarrero (left) and Jose Tereceros with President Hoffa alongside the 1924 truck which brought them from LaPaz, Bolivia.

Calif. Teamsters Solidify

Teamsters in California have assured solidarity, even after expected expulsion comes from the State Federation of Labor, by deciding to contribute financially directly to the statewide Legislative Council and build a fund to fight "right-to-work" and other restrictive legislation.

At a meeting in San Francisco, attended by 250 representatives of locals throughout the state, a resolution was adopted which called upon all locals to switch payment, once the California Federation expels, of the four-cent per capita to the Legislative Council. In addition, the group requested a \$1-per-members voluntary contribution to fight the "right-to-work" proposal and to have each of the three Joint Teamsters Councils in California represented by seven persons on the Legislative Council.

New Chairman On Hand. Einar O. Mohn, recently-appointed Western Conference chairman, addressed the meeting. He told the delegates that the Teamsters could not be an effective force in the state or in fighting the "right-to-work" initiative unless they organized on a state level. He praised the California State Federation as one of the finest and most effective in the nation.

Mohn said that it was Teamster policy nationally to work with all organized labor groups and that unity is especially important now because labor will be fighting for its very existence.

"The action taken by you delegates from locals throughout California today will determine whether the Team-



STRAIGHT TALK—That's what International Vice President Joseph Diviny is giving to some 250 brother unionists who voted financial support for California Teamsters Legislative Council. Listening (left to right) are IBT Vice President Einar O. Mohn, chairman of the Western Conference; Thomas L. Pitts, president, California Federation of Labor; Ted Merrill, Long Beach Teamsters; H. L. Woxberg, Los Angeles Line Drivers; Paul D. Jones, International Trustee and co-ordinator of Joint Council 42; and Stewart Mason, San Bernardino Teamsters.

sters will remain a cohesive force in this state or be scattered and impotent as labor's enemies want them."

No Disaffiliation. He emphasized the fact that the Teamsters were not taking any action to disaffiliate nor were they starting a dual organization in competition with the federation.

"Rather," he said, "we are building a state organization which will work closely with the state federation and other labor groups to present a solid, united front to those who would render organized labor impotent through restrictive legislation."

The adopted resolution reiterated the basic purpose of the Legislative Council as being—to foster and promote legislation on a state level beneficial to Teamster members and to coordinate Teamster political action with other labor groups.

Pensions Boosted

A 50 per cent increase in pension benefits for 147,000 Teamster drivers in the central and southern states has gone into effect as a result of a recently-negotiated boost in employer contributions, Teamster General President James R. Hoffa has announced.

The huge pension program, which began making payments in August, 1957, now will increase pension payments from \$90 to \$135 per month for drivers who retire at age 60, Hoffa revealed.

At age 65, when social security benefits become available, pension payments will be \$75 per month for life instead of \$22.50 per month, as the program has provided up to now.

Payments Unequalled. "The new pension increase unquestionably makes this the best pension program in the United States," Hoffa said.

Hoffa led negotiations for new area-wide contracts covering central states over-the-road and local cartage drivers in December and January which resulted in a package increase of 42 cents an hour in wages and other benefits, including an increase in employers' pension contributions from \$2 to \$3 per week immediately, and to \$4 per week the third year of the three-year contracts.

Members must be employed in the industry for 20 years to be eligible for pension coverage. An important feature of the program is that a member may transfer jobs within the industry and still retain his pension rights and benefits.

Although the plan enables mem-

DAYS OF LEISURE — That's what Mrs. Nita Scandell, the first office worker to retire under the pension plan of Teamster Local 93 in Los Angeles, is enjoying. Congratulating Mrs. Scandell are Mark Whiting (left), secretary, and Bill Flynn, business agent of Local 93. The only job Mrs. Scandell ever had lasted 45½ years with Foremost - Golden State Company.



bers to retire at any time between the ages of 60 and 70, the higher payments during the first five years are designed to encourage normal retirement at age 60.

Thousands To Be Eligible. Hoffa, one of eight labor trustees who co-administer the program with eight management trustees, said almost 500 retired Teamsters are currently drawing pension payments in the central and southern states, with a total of 3,300 expected to become eligible for benefits during the next four years.

The program also provides for disability benefits up to \$2,000 at age 45 for those with 15 years or more of service, and death benefits up to \$2,000 after 10 years of employment in the industry.

Most recent figures show that pension payouts have amounted to \$393,098, death benefits to \$21,334, and disability benefits to \$5,577, since the program formally went into effect last August 10.

Some 4,000 trucking firms in the 25-state central and southern areas have been paying into the fund since February 1, 1955, when the area-wide local cartage and over-the-road contracts were first negotiated by Hoffa as negotiating chairman of the Central States Drivers Council.

Bakers Re-elect Cross

James Cross was re-elected president of the Bakery and Confectionery Workers Union without opposition at special convention in Cincinnati.

Peter Olson, acting secretary-treasurer, was elected to that office by a large margin over John O. Edens of Eugene, Ore. Fifteen vice presidents were elected without opposition.

James R. Hoffa, president of the International Brotherhood of Teamsters, was the main speaker. He assured the Bakers that the Teamsters will abide by terms of their mutual assistance pact. He said the Teamsters will cooperate fully with the Bakers "in any dispute they have with an employer or with anybody else who tries to destroy this international union."

Harold Gibbons, executive vice president of the Teamsters, said the country was experiencing a period of "a divided, scared leadership" in labor. Those who built labor unity are now trying to destroy it, he asserted, adding:

"Here is one of the unions that is not going to be destroyed. It is not

Hoffa Urges Check of Agreements

General President Hoffa has advised subordinate bodies of the IBT to examine all union-security or hiring agreements and the practices they have been following in this respect to make sure they are not illegal under the Taft-Hartley law.

This action was prompted by a letter sent by Jerome D. Fenton, general counsel of the National Labor Relations Board, advising the Building Trades Department of the Board's intent to apply the so-called Brown-Olds remedy wherever illegalities are determined.

"After June 1, 1958," said President Hoffa's notification, "the general counsel of the Board said they would strictly apply the Brown-Olds remedy against all unions thereafter having and enforcing illegal union-security agreements and arrangements.

"Our attorneys have advised us that, while this new 'remedy' of the Board is in reality a penalty and, therefore, subject to attack in the courts, it will undoubtedly be a long period before any test case reaches the U. S. Supreme Court.

"Our attorneys further tell us, however, that until such time as the courts have decided the question, it would be advisable for the Brotherhood and its affiliated subordinate bodies to comply. . . ."

Don't Take Chances. If there is any doubt on the part of Teamster officials, President Hoffa urged that the matter be referred to attorneys representing the subordinate bodies or be taken up with the IBT headquarters in Washington.

"You are again reminded," he wrote, "to exercise extreme caution in giving any information

or statements to field examiners or other representatives of the Labor Board or a regional office of the Labor Board who come in to investigate charges filed against unions. No local union official or member is obliged by law to give any information to or make or sign any statement at the request of any representative of the Labor Board. If charges are filed against the union and Labor Board representatives appear to investigate the case, it is best to obtain the services or advice of a local attorney before giving statements."

Origin Of Case. The Brown-Olds remedy stems from a two-year-old case, involving a company by that name, in which the NLRB announced certain penalties would apply against any union found to be a party to an illegal union-security clause, arrangement or practice. Not only would the union be required to reimburse for lost back wages any person who had been illegally discharged for non-membership under an illegal union-security arrangement but, in addition, the Labor Board would require the union to return to its general membership all dues, initiation fees, assessments, fines, etc., which members had paid to the local during existence of the illegality.

This obligation of returning fees, etc., would extend back to six months preceding the filing of charges in the case. While the case never was appealed to the courts, a compromise settlement was worked out and has never been enforced by the NLRB.

Now Fenton's letter announces the Board's intention to begin enforcement after June 1.

going to be destroyed because of your own determination and I say to you—to the extent that I influence the Teamsters' movement—you are not going to be destroyed if I have anything to say about it."

In his speech opening the convention, Cross accused the AFL-CIO of attempting to dictate how the Bakers Union should be run. The delegates

passed a resolution instructing the General Executive Board to do everything possible, under the Bakers' constitution, to comply with AFL-CIO directives.

"We are ready and willing to go back if the AFL-CIO accepts the will of the membership of this organization as expressed by the convention," said Cross.

Mohn Visiting Western Councils

During a swing throughout the Western states International Vice President Einar O. Mohn has been greeting old Teamster-friends, making new ones and setting forth some of the principles that will guide his administration of the affairs of the Western Conference.

He has visited many of the Joint Councils in the 11-state area and will get to the others as rapidly as time will permit. The point the new Conference Chairman is making during his visits and talks with union officials is that the hard core of Teamster strength is embodied in individual unions, knit tightly together by their Joint Councils.

Mohn has announced that the 22nd Western Conference of Teamsters will take place in Seattle from June 23 through June 27.

Stresses Service. In a talk recently to Teamster secretaries and business representatives at a meeting arranged by Joint Council 28 in Seattle, Mohn revealed some of his thinking.



EINAR MOHN

"We all recognize that our main job is giving service to the members we represent, service to which these members are entitled," he said. "These members must be satisfied and . . . it is this service to the members that we must concern ourselves with today.

"We have a great job of educating our new members so that they will understand the principles of the Team-

ster movement. Failure to get correct information to the members can be dangerous. The Joint Council is the co-ordinating force in disseminating information. The Joint Council is the forum for new ideas, new concepts, and the exchange of union data.

"We are not like the auto workers, we represent members in a diversified industry . . . and each has its particular problem. The big metropolitan areas must help the little fellows if the Conference is going to work. When we give a lift to the little fellow we make the job easier."

Teamsters-Laundry Workers Agree

Re-affirmation of the mutual aid and assistance arrangement between the IBT and the Laundry, Dry Cleaning and Dye House Workers International came at a meeting in Chicago during March.

After a friendly discussion with members of the Laundry Workers' Executive Board, General President Hoffa announced an understanding has been reached under which the two unions would co-operate and work jointly in organizational and other activities for their mutual benefit.

Once all details of the arrangement agreed upon are worked out, notification will be given to all Teamster Locals and Joint Councils.

Meets With Longshoremen. In late February President Hoffa, at the invitation of Capt. William V. Bradley, president of the International Longshoremen's Association, addressed a meeting in Miami of top officials of that union. In addition to extending fraternal greetings, the IBT President pledged to the Longshoremen his continuing friendship and co-operation on local organizing levels.

These pledges of co-operation and reciprocal assistance are in line with the policy adopted by the IBT Executive Board at a mid-February meeting.

Speaking extemporaneously to the dock union meeting, which was attended by top International officers and heads of locals from New England to Texas, President Hoffa was critical of those labor leaders who would risk destruction of trade unionism to win favor from newspapers or Congressional committees.

Difficulties Ahead. "Labor as a whole today," he asserted, "is in its worst position since the deep, dark days of the depression. Millions are

A New Teamster Appears



Officials of the IBT conveyed their congratulations and good wishes to the Wisconsin Teamster, a weekly newspaper and the latest addition to our family of Teamster publications, when it made its debut early in March.

"The launching of the Wisconsin Teamster is an event for which you and your associates in Joint Council No. 39 should be commended," wrote General President Hoffa to Secretary-Treasurer Frank Ranney. "I'm quite confident that the Wisconsin Teamster will grow and prosper and, in doing so, will become a force for aiding the cause of working men and women."

Writing also to Ranney, General Secretary English stated:

"In reporting the activities of our own Union and providing Teamsters with the knowledge and facts necessary to understand clearly the issues of the day, this newspaper will render a service of inestimable value. I am sure it will go far in providing the light to enable our membership to make just and proper decisions on the issues with which we all are concerned."

out of work and some are seeing unemployment insurance run out on them."

Foreseeing some of the dangers ahead, he observed:

"We are going to be placed in a position in which employers will be able to recruit, out of misery, good union men to fight good union men. It is just silly for any one to believe that employers are not organized."

Contracts Bring Pay Hikes

An agreement recently negotiated between Teamster Local 610 and International Shoe Company provides for a 43½-cent package increase which boosts the pay rate for affected drivers to the level prevailing in the St. Louis area.

Under the agreement wages went up 15 cents an hour immediately. There will be an additional 15-cent boost in 1959 and another 13½ cents in 1960, bringing the ultimate rate to \$2.70 an hour.

The contract also provides for benefits under the Central States pension plan, the seventh holiday and the fourth week of vacation after 20 years' service. Payments to the Central States Health and Welfare plan also were raised to the standard \$2.50 per week.

New Group Signs. In the first contract negotiated with Ronnoco Coffee Company, which was organized in late 1957, wages increases ranging from 28½ to 45 cents an hour were secured.

Under the three-year agreement, the pay boosts are retroactive to November 25, 1957, and inside workers will receive increases on the same date in 1958 and 1959.

The contract also provides for unity welfare coverage for insurance, seven paid holidays, and such other benefits as funeral, jury and election-day pay, sick leave of six days a year cumulative to 30 days, and vacations ranging from one week for one year to three weeks after 12 years. Protection of Blue Cross and Blue Shield was provided for country drivers not living near St. Louis while a full family LHI coverage goes to those employed in the plant.

Employees were divided into the following three categories:

City Route Drivers. These employees, formerly on commission, will



TALK CONTRACT—At an "over-the-road" Western Conference committee meeting in San Francisco are: International Vice-President Joseph Diviny and director of the division at far left, with Herman (Dutch) Woxberg, chairman of the committee; Vern Milton, co-chairman from Washington; Gerald Shearin, Joint Council 38's president, and Eddie Davis, secretary of Stockton Local 439.

Contract Talks Start

Representatives of the Teamsters and employee groups sat down in early March to consider a new contract covering some 25,000 long-line truck drivers in the 11 Western States.

The talks are aimed at reaching agreement on provisions to be included in a uniform pact to become effective on May 1 when the current three-year contract expires.

Negotiating for the Teamsters are two members from each of the 10 Joint Councils in the Western Confer-

ence. Homer "Dutch" Woxberg, serving as negotiating committee chairman, stressed the need for working out an agreement that will provide for similar working conditions and money benefits on an area-wide basis.

"It is very important to us and to the employers," he stated.

Various committees and subcommittees worked for some time before negotiations actually started, studying and sifting the many proposals which were advanced by local unions for inclusion in the contract demands.

get the rates in the standard cartage agreement, which means an average of \$5 a week.

Country Route Drivers. This group remains on commission, but receives an addition of 5 per cent on the commission rate. They were given an \$80 weekly guarantee; previously they had no guarantee.

Inside Employees. The working foreman receives increase of 28½ cents over the contract period, and 14 cents an hour immediately. His former rate of \$2.01 goes to \$2.15, then \$2.22, and finally \$2.29½.

The roaster receiving \$1.64 before organization, gets an immediate 24-cent increase, 10 cents more in 1958, and 14½ cents in 1959, bringing the rate to \$2.14½.

Machine operators and packers, getting \$1.34 before organization, get a total of 45 cents in increases—20 cents now, 12½ cents on November 24, 1958, and 12½ cents on November 24, 1959. This will bring the rate to \$1.79.

Teamsters Aid Farmers

Labor again has responded to a humanitarian call and this time aided the destitute farm families in Western Tennessee where heavy rains and flood waters of the Mississippi washed out or sharply curtailed crops.

While funds and other assistance came from many sources, Teamsters—as is customary in such emergencies—again were much in evidence. Bill Narramore of Teamster Local 324 volunteered his services and drove a truck-load of donated food into one of the more critical areas. Other trucks were used to get clothing and essentials to the families in need.

In collections made at factory gates and elsewhere, labor shelled out in excess of \$5,000 for food and clothing.

Big families are common among the tenant farmers who inhabit the lowland areas of the Mississippi. They have a constant struggle to make both ends meet so when adverse elements wipe out or damage crops their predicament becomes critical.

Teamster Couple Adopts Family

LONELINESS is an experience that no one welcomes.

So when the only child—a son—of Teamster Charles Conley and his wife, Madeline, married and moved into his own home the Conleys felt an emptiness that was undeniable.

Their loneliness was made more acute by the fact that for some time after their first grandchild was born, the son and his wife had lived with the Conleys in their modest, three-bedroom home in Covina, near Los Angeles, Calif.

So the Conleys were alone. Their love and devotion for children was satisfied only on the occasions when they saw their grandchildren, of which there now are four.

To fill the void in their lives, Charles and Madeline got to thinking about possibly adopting a child or two. They could see little point in having two empty bedrooms.

But when they turned to adoption agencies, they discovered their ages presented a formidable obstacle. Forty years rested lightly on each but those who had the responsibility of determining where children go ruled the couple was too old.

But the Conleys didn't give up easily. Charlie's training as a chief in the Navy's Transportation Division during World War II had taught him there always is a way. One day the Conleys came across a newspaper story about an Oregon family, the Harry Holts, who have dedicated their lives and personal fortune to bringing Korean-American children to the United States. Mrs. Holt has written a fascinating book, "Seeds from the East" on the subject.

Get Two Korean-Americans

Charlie had learned about the plight of Eurasian children during his war-time service in that part of the world. He also had read about the manner in which Korean-American children were being stoned and beaten, as well as being discriminated against by full-blooded Korean youngsters.

So Conley wrote to Holt and soon it was arranged for two Korean-American girls to be sent to the Teamster, a member of Local 93, Dairy Employees, and his wife. The cost of \$259 in fare and \$50 per child was a minor item compared to the joy and happiness brought into the Conley household.

The children, Marcy Jo, now 4 years, and Kimberly Ann, nearing 3, soon forgot the fears, the starvation and ill-treatment they had received in Korea. And above all, the Conleys no longer knew the pangs of loneliness.

But the Conleys weren't content to let their Christian efforts stop here. They heard about little Chris Lee of California who had been given up by his mother because of a twitch in his facial muscles and a nervous condition. They also heard about Chris's brother, Charles, who was born with a cleft palate. Like the girls, these two boys stole the Conley's hearts, and became part of the family of children nobody wanted.

An \$1,800 operation brought speech to Charles



CHURCH-BOUND—The Conleys and their "second" family head for Sunday services.

Junior. This compelled the Conleys to put a mortgage on their home, but little did it matter.

Food, clothing and shelter and additional medical attention runs into some pretty good figures for a brood this size. But the Conley's philosophy tells their feelings on the point very eloquently. "We figure if the Lord wants us to have them we'll get the money."

And they aren't letting it stop there. Chuck and Madeline are conducting a drive to get toys, blankets and clothing for children still in Korea.

"It is all so worthwhile," said a smiling Mrs. Conley. "It keeps me hopping but I never enjoyed myself so much. As for Charlie, he can't do enough for the youngsters."

"Loneliness no longer is our constant companion. And we feel we are giving the children something they have been denied for too long."

Equally as satisfying to the Conleys is the manner in which their adoption of the little girls has focused attention on the plight of other Korean-Americans in far-away Korea.

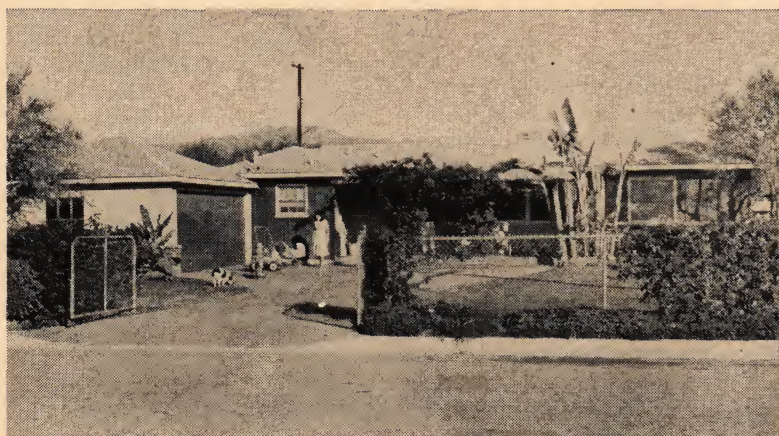
As an example of what is being done to aid these orphans, the payroll department of Southern California Freight Lines shipped a huge box of clothing and toys to them just before Christmas. Individual members and groups have adopted some of the orphans by proxy which is simply sending \$10 a month to help support one of the youngsters who remain in the orphanage farmer Holt and his wife have had built in Korea.



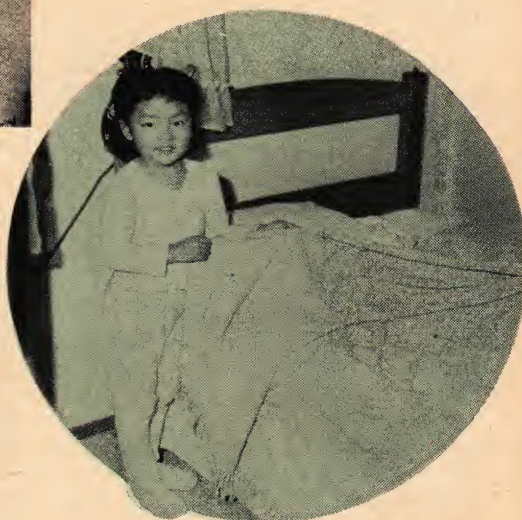
Play-time in the yard. Dog is a mutt of undistinguished lineage, but a loveable character.



Mrs. Conley helps youngsters in their nightly prayers.



Conley home affords plenty of sunshine and room for children to play.



Marcy Jo, sweetheart of the group, is adept at making beds. When Mrs. Conley was ill recently, she took over, cooked the meals, vacuumed, made beds, dressed the other children and looked after her mother's needs.



Marcy Jo, a real helpmate, dresses younger sister.

Photos by Irwin Brown.



Marcy Jo, 4, feeds Chris, now 1; Charles, 2, digs into bowl while Kimberly, nearing 3, watches. Charles Conley, Sr., works as plant man for Western Farms which gives each employee free milk for family every day. Marcy Jo won't eat until all others are properly seated with food.

Congressional Investigations and A Code of Fair Procedure

By Samuel H. Hofstadter

Justice of the Supreme Court of the
State of New York
and

Shirley R. Levittan

Member of the New York Bar

In a democracy, sovereign abnegation—the mark of political civilization—takes the form of self-restraint on the part of the people themselves in the person of their legislative representatives. For, as John Stuart Mill reminds us, the “tyranny of the majority” is a danger to individual freedom.

To avoid concentration of absolute power, the founding fathers evolved our written constitution with its triune system of separation of powers and checks and balances—an equilibrium sustained by our unique institution of judicial review. The Legislature, as well as the Executive, must conduct its activities within certain limits. And in no field has the relation of the Legislature to the law of the land, in the context of individual right, proved so delicate as in the area of legislative investigation.

Constitutional command, enforced by judicial decision, provides only bench-marks for legislative inquiry. It is in the broad area of discretion which is within constitutional bounds that restraint of power—self-imposed by Congress—must operate to protect individual freedom. When this self-discipline is lacking, the gap between the legally permissible and the morally inadmissible so widens as to generate

(Congressional investigations and the rules and regulations under which they are conducted have been a source of controversy for some time. Congress, over the years, has revised the rules of procedure but there is still a wide feeling that the rights of an individual appearing before congressional bodies are not sufficiently protected. In this, the first of three articles, two recognized authorities discuss the origin and development of legislative inquiries and propose what they believe to be a code of fair procedure.—The Editor.)

the carnival of excesses exhibited by some investigating committees in recent years. The surest protection for the individual against such invasion lies in the adoption by Congress of a self-imposed code of fair procedure that will maintain the balance between requisite public power and essential private right. Insolence of office can run riot in the absence of such a code; and the truculent statement by one committee chairman (Rep. J. Parnell Thomas in 1948) to a witness—“the rights you have are the rights given you by the committee”—might become an accepted norm. The temperature of the committees rises as the level of their fairness falls—producing “a whole crop of abominations.”

Origin of Legislative Inquiry

The legislative investigation was born in seventeenth century England at the very time that free government—the rule of law, not of men—was being established by a Parliament devoted to procedural safeguards as the guardian of liberty. Originally instituted to determine contested elections, legislative inquiry was soon utilized as an aid to legislative enactment and to surveillance of governmental officers. Sir Edward Coke described the Commons as the “general inquisitors of the realm.”

It was during this period that America was settled, and the power of legislative investigation was taken for

granted in colonial assemblies; the framers of the constitution considered the investigative function a normal incident and prerogative of a legislative body.

Legislative Inquiry in England

However, the development of such investigations in the United States took a different form from that which it ultimately assumed in Britain itself. The British form of government is based on legislative primacy, and its constitution is not a single document, but a complex of “yeas” and “nays.” In Britain the executive power is part of the parliamentary majority. The Commons’ famed “question time” is more than an exercise in dialectic—it frequently fulfills the requisite informing purposes that in the United States is achieved by means of legislative inquiry. When added legislative investigation is necessary, Parliament may resort to a Select Committee as the vehicle for such study. The power of the Select Committees—used exclusively up to the eighteenth century—is practically unlimited as long as the House of Commons is in session. The absolute quality in England of the legislative power to investigate has its origin in the fact that *lex parliamenti* was specifically and willfully excluded from the *lex terrae*. This has never been the case in the United States.

Perhaps because of the almost limitless powers of the Parliamentary Select Committees, which came to a head in the violence of the Walpole investi-



SHIRLEY R. LEVITTAN



HON. SAMUEL H. HOFSTADTER

gation of 1742, the last century has seen in England a singular exercise of restraint in the area of legislative inquiry. Since the middle of the nineteenth century, the Select Committee has seldom been invoked.

Instead, the task of investigation has been delegated to extra-legislative bodies—generally to the Royal Commissions of Inquiry and occasionally to the Tribunals of Inquiry. The Royal Commissions are independent of Parliament. They ordinarily have neither the power of subpoena nor contempt, yet have been able to function effectively. In part this is due to their mood of moderation and in measure to the settled character of the homogeneous British public. The Tribunals of Inquiry, however, have the power of compelled testimony, and the witnesses before them, in turn, may usually claim substantially all the formal privileges obtaining in a judicial proceeding.

Thus, in England, although on one hand the paramountcy of Parliament rendered investigative power absolute, on the other, delegation of investigative authority to the Royal Commissions (and the Tribunals of Inquiry), generated a climate of sober moderation consonant with ancient liberties. Whereas in England the investigative function was funneled into the Royal Commission, thereby contracting the scope of inquiries by Commons itself, the reverse process characterized the development of the legislative investigation in the United States. A narrow base grew into an ever-widening apex. Thus the need for self-restraint—including codes of fair procedure—grew less in England—while in the United States it grew greater over the years.

Legislative Inquiry in the U. S.

In the United States, the extension of the legislative investigation in importance followed the development of the country; it is a chronicle of America's growth in successive areas of expansion. In the early years when our government was first taking form, the inquiries comprised largely investigations of the conduct of government agencies and officials and were comparatively few in number.

During and following our national rebirth as a Union, there were investigations into various phases of the Civil War. In the gilded age of the seventies—a period of commercial enlargement—investigations were turned from governmental activity to limit unwarranted business aggression and to

waken the country from its moral paralysis. When increased industrialization brought with it a centralization of financial organization, the so-called "Money Trust" investigations into banking and finance were instituted.

The debacle of the twenties and prohibition on one hand, and general governmental intervention on the other caused Americans to become increasingly concerned with honest government. The investigative scrutiny was then shifted to national corruption as exemplified in the Teapot Dome scandal (1923-4). When the country was plunged into the Great Depression and national interest converged on matters of economic concern, the famous inquiry of the Stock Exchange resulted (1932), as well as many "New Deal" investigations.

In the forties and early fifties, the aftermath of "hot" and "cold" wars focused attention on subversion; and a new type of investigation took the center of the stage—the loyalty investigation, which inquired not only into conduct, but inevitably into opinions and beliefs as well. With this shift in emphasis the power of congressional investigation proliferated and pervaded the very homes of private citizens. And now in the mid-fifties, when labor and management problems are of utmost significance in a nation—and indeed a free world—which must affirm its underlying economic system, the investigative attention has veered to faithless fiduciaries suspect of converting to their own use trust funds of their fellow-workers, and to racketeers who have infiltrated respectable labor and management groups from the nether world.

Unlike the contracting process which took place in Great Britain, in the United States, as the base of governmental activity widened, both on the national and international scene, so did the use of the congressional investigative power expand—in numbers and in impact. In view of its development within our triune system of government, it is highly improbable that general resort can be had to investigations by extra legislative sources such as the British Royal Commissions. It is unlikely that Congress would acquiesce in—or the people accept—this departure from our tradition. Indeed, such commissions as have been appointed in our country have, generally, proved ineffective. It may be anticipated, therefore, that growth of congressional investigative power will continue.

It is more urgent than ever, there-

fore, that the congressional power to investigate be defined—both, externally, under the constitution as interpreted by the court, and, internally, through self-limitation imposed by Congress on its own activities by means of a code of fair procedure.

(To be continued next month.)

(The Text of this article appeared in the *New York Law Journal*, Jan. 6, 7, and 8, 1958, J. Foster Bowers, acting editor, and is reprinted with permission.)

Recipe for Living



PENSIONER — Fred Hofmann (right), secretary-treasurer of Local 287 presents Francis Chambers (left) with his first pension check while Bert Compton watches.

A spry bachelor of 68 years, Francis Chambers was handed his first pension check from Local 287 in San Jose, Calif. Asked his recommendations for a lengthy and healthy life, Chambers replied unhesitatingly:

"A few drinks to keep the valves open, keep the union book in good standing and eat heartily."

When Chambers joined the Teamsters in 1938 he received \$3 for a day that usually ran to 11 or 12 hours to deliver cars to dealers. On the same job today, the driver of a truckaway rig receives \$18.20 per day with paid holidays, vacations, health, welfare and pension benefits.



HEARD BAKERY PLANS—Members of the Bakery Trade Division Policy Committee who attended a meeting in Washington were (left to right) standing: Albert Evans, general organizer; William Hundertmark, Local 622; A. Conyers, Local 592; Maynard Clarke, Local 622; Elizabeth Norwood and William Curtin, ECT; Paul Hanoian, Local 64; Joseph Cleary, Local 145; Jack Schere, Local 550; John Clendening, Local 33; Arline McCoy and Paul Fox, ECT. Seated: Robert Smith, Local 264; William H. Tappe, Local 485; John Cattinara and Ed Sullivan, Local 194; John Hartigan, ECT; Thomas Carroll, Local 494; Joseph Clark, Local 550; Thomas E. Flynn, chairman, and Thomas R. Byrne of ECT.

Teamsters' Bakery Division Meets

General President Hoffa and International Vice President Thomas E. Flynn addressed a meeting of the Bakery Trade Division Policy Committee, which was attended by about 30 people, in early March.

In explaining the significance of the working agreement renewed between the Teamsters and the Bakery and Confectionery Workers, President Hoffa advanced some views on the problems confronting all Teamster Locals representing sales drivers. He said that management is continually endeavoring to cut distribution costs and this trend is stronger than ever when business slacks off.

Vice President Flynn reported to the group on the excellent progress achieved in the Eastern Conference area during the past four years. The Conference Chairman said he looked forward to continued co-operation from the various Locals, Joint Councils and trade divisions.

"Our Conference membership has just about reached the half million mark," said Flynn. "This represents a gain of some 135,000 in about four years. While every council has shown an increase in membership I feel it significant that Southern councils have done so well. Our growth in Canada has been encouraging also."

Thomas Byrne, director of the Eastern Conference's research department, presented the group with a 220-

page booklet entitled "A Study of Bakery Contracts" which was received enthusiastically. Flynn announced that copies of the booklet would be furnished to all Locals and Joint Councils.

Robert Smith, president of Joint Council 64, sponsored a resolution which extended the group's good wishes for successful terms to both Hoffa and Flynn.

Want Actor's Scale

Union truck drivers in London, Eng., reacted fast when driver Bill Hutchinson, 67, was convicted of a traffic offense on the basis of evidence observed on television.

Police, watching over a closed-circuit TV hookup, claimed they saw Hutchinson go through a red light. On this evidence he was found guilty and fined \$5.60.

Leaders of the truckers union threatened to challenge television arrests "in every court in the country." Moreover, they pledged that "if union truckers are going to appear unwillingly on TV, we'll see to it they get the going rate for union television performers."

Teamsters, ILGWU Win

The Federal Trade Commission has dismissed charges that the International Ladies' Garment Workers' Union and the Teamsters made illegal agreements to control production and fix prices with the \$40 million California sportswear industry.

The Commission adopted a report of its hearing examiner who found that the challenged activities "were reasonably related to the advancement of labor well-being" and came within the bounds of permissible labor-negotiations.

The FTC complaint originally issued in 1955, questioned collective bargaining agreements made between the unions and various industry groups in 1953. The complaint alleged that the agreements limited competition, controlled prices and restricted production.

No Conspiracy. The hearing examiner, however, ruled that the agreements were immune from the anti-trust laws inasmuch as they did not aid and abet a management conspiracy to suppress competition. The Commission agreed with its finding and dropped the complaint, concluding:

"We therefore conclude that the practices in which respondents have indulged are among those countenanced by the national policy respecting labor disputes."

The Teamsters Union

An unbiased account of the history of the International Brotherhood of Teamsters is hard to come by. But a professor of economics at the City College of New York has written a book which has provoked favorable comment because it approaches the subject of Teamsters with a consideration for facts.

The name of the book is *The Teamsters Union, A Study of Its Economic Impact*, by Dr. Robert D. Leiter, published by Bookman Associates of New York. Dr. Leiter wrote the book with the help of a grant from the Rockefeller Foundation. He spent considerable time researching material, traveling all over the country and conferring with union officials.

Book reviewers over the nation have hailed the 271-page chronicle of 60 years of Teamsterdom as "timely and valuable."

Teamsters who want to know more about the birth and growth of the giant IBT have an opportunity to read of some problems before there was any type of a union organization. The book also tells what prompted Teamsters to unite under a common roof for protection and how, as the years passed, they coped with the various problems of jurisdiction, wages, collective bargaining, technological advances, welfare funds.

Maverick Blood

As colorful and fighting leaders who helped build a powerful organization, the IBT's Dan Tobin, Dave Beck and Jimmy Hoffa are portrayed in a forceful manner.

Dr. Leiter describes the Union itself as always having had maverick blood and he believes it is capable of getting along quite nicely without an AFL-CIO affiliation.

A prominent church magazine, *Presbyterian Life*, says in its review of the book: "The first concern of the union is that Hoffa is strong. . . . The union itself may even be in for rough times, but its history gives every indication that it won't submit to outside forces without a fight."

The Salt Lake City *Tribune* reviewer, in departing a little from an actual review of the book, comments that:

"The Teamsters Union is more a business union which has grown enormously as industry expanded. It has not invaded jurisdictions of other trade unions as much as it has moved

in on peripheral industries which have been ineffectively or inadequately organized."

In the book itself Dr. Leiter states:

"The IBT has vigor. Its truck drivers, constituting about a third of its membership, hold jobs of such strategic importance as to enable the union to exert enormous pressure on almost all industries. The typical driver is young, tough, individualistic, and enduring. He lives ruggedly. Employers in the trucking industry, however, have frequently risen from the ranks and are well prepared for challenges from their drivers. Under these conditions, physical contact between management and labor during periods of stress between them should not be too surprising nor should it cause undue alarm. It does not shock those persons who know the industry."

The book should be of great interest to both management and labor in their dealings with this 1,400,000 group of devoted union members, and the layman, too, if only to stay abreast of important current events.

No Flight Merger

Proposals by three AFL-CIO vice presidents for a merger of the Air Line Pilots Association and the Flight Engineers International Association have been rejected here by FEIA President George Petty.

Petty, meeting with the FEIA's master executive board, said his organization "has no intention of discussing merger with ALPA or other organization." Petty had charged the ALPA was "cooperating with the employer" to weaken the FEIA.

The AFL-CIO officers recommended that ALPA be instructed to recognize the flight engineer's jurisdiction, but said it is "imperative" that the two organizations merge because of the close relationship of flight crews, faced now with the introduction of an entire new series of larger and faster aircraft. But Petty said separate organizations for pilots and flight engineers is "common practice the world over," and "the problems (of the two groups) are sufficiently different to warrant separate organizations."



California 'Work' Plan Branded 'Conspiracy'

What kind of people are pushing for so-called "right-to-work" laws?

In California, an air of mystery hovers about them. However, some light has been shed on them by William H. Rosenthal, chairman of the Democratic State Central Committee, a law professor and a practicing attorney.

Following are excerpts from a recent speech made by Rosenthal:

"It is my firm belief that the people of this state are being treated to a spectacle of political dishonesty without precedent. I base this conclusion on the following evidence:

Deceptive Approach. For many months past, an organization called "The Citizens Committee for Voluntary Unionism" has been active on the luncheon club circuit—promoting the idea that an open shop law would somehow produce a greater degree of democracy in the conduct of union affairs.

Headed by one Leonard D. Keefer, operator of a neighborhood market, who is billed on their letterhead as "executive secretary," this group claims to be non-partisan, non-political—just purely educational. Keefer has long maintained a downtown office. He seems to be well supplied with printed matter, has a listed telephone,

and manages to travel extensively as he engages in his propaganda effort throughout the Southland.

The letterhead of this somewhat mysterious group does not list any other officers, nor have I been able to find any record of such officers.

Protests Too Much. Keefer has claimed that his activities are financed by voluntary contributions—that he has managed to keep his nebulous operation going as a result of small, free-will gifts. He further protests that his group is not engaged in any campaign effort as such—that he is merely going around educating people—over the dishes of melted ice cream and cups of cold coffee that seem to have marked the scenes of his principal activities.

Keefer's goings and comings have been publicized in a highly professional manner.

Comes now to the scene another person in Howard B. Wyatt, said to be a wholesale meat distributor, who asserts that he has been a union member for a number of years.

Wyatt, too, is an executive secretary. His front is called the Citizens Committee for Democracy in Labor Unions.

And at this point I'd like to digress for a moment to comment on the fine and high sounding names that have been picked for these two fronts—"voluntary" and "democracy" are fine

words—never more cynically misused, I might add.

Officers Non-Existent. To return to Wyatt and his front; here, too, we have difficulty in learning anything about the other officers, if any, or the background of this so-called committee. In fact, we can find out little save that Mr. Wyatt emerged from almost complete obscurity to leadership of a movement which he has described as statewide in scope—practically overnight.

Now Wyatt, who operates from the neatly camouflaged position of a post office box, recently presented an initiative petition to the office of the Attorney General and sought a title for the proposed amendment. In this effort he was represented by a prominent San Francisco lawyer—whom, I am willing to bet—he never had met at the time of the filing of the application for title.

According to Harry Bernstein, a highly respected and able reporter for the Los Angeles *Examiner*, Mr. Wyatt was reached by Bernstein at Mr. Keefer's headquarters—which that eminent educator has evidently made available to his more political-minded fellow front operator.

In a story which appeared in the February 9 issue of the *Examiner*, Mr. Wyatt announced himself as being quite happy over his present financial condition.

Fabulous Funds. He announced more than \$100,000 has already been collected by his group—adding that this came in many, many small donations and further adding that the largest single contribution, anonymous, of course, was for \$1,000!

Imagine this Utopian state of affairs! Within about a month of the announcement that he had launched his great crusade to liberate union members from the chains of their wages and working conditions—in short, from their unions—Mr. Wyatt's post office box had attracted \$100,000 in small sums!

Rosenthal charged that the real money came from wealthy sources, and added:

"We can only conclude that the whole thing takes on the aspects of a huge conspiracy to deceive the electorate—destroy the effectiveness of unions—and strengthen the conspirators' control over the economic life of the state."



A TEAMSTER FIRST—Trustees of the Teamsters Allied Pension Fund of Maryland are shown signing the trust agreement that created the first Pension Fund resulting from collective bargaining in the construction industry in Baltimore. All contributions come from employers so there is no cost to the truckdriver. Pictured (left to right) are: Sam Patti, president of Construction, Building Material Drivers, Warehousemen and Helpers, Local 311; Edward Eyerling, president of the Baltimore chapter of the Associated General Contractors; John Gladding, president of the Maryland Dump Truck Owners Association; Paul Brandt, secretary-treasurer of Local 311.

Standing, Thomas E. Bracken, attorney, and Andrew Kauffman, administrator.

College Debaters Giving 'Right-to-Work' Licking

College debating teams who are defending the right of unions to negotiate the union shop are winning in the majority of contests.

Malthon M. Anapol, director of debate at the University of Maryland, says "college students defending the union shop are winning a solid majority of the debates—between 60 and 70 per cent." The negative side which has been defending "right-to-work" legislation has found the going rough.

Recently the University sponsored a debate on the subject in which 32 colleges participated, including teams from South Carolina, North Carolina, Duke, Temple, Navy, Virginia, Pittsburgh, Ohio Wesleyan and Georgetown University. Over-all winner was a two-man team from Northwestern University which argued for the union shop.

Judges were Senators Karl E. Mundt of South Dakota, Barry Goldwater of Arizona and Samuel Ervin of North Carolina, A. P. Alfino of the U. S. Chamber of Commerce, Andrew J. Biemiller, AFL-CIO legislative director, and six college officials. The vote was 8-3.

Oppose 'Work' Proposals

The Massachusetts legislature has memorialized Congress "not to enact any legislation relating to the 'right-to-work', so-called, or any similar legislation."

Besides urging Congress to oppose "right-to-work" legislation, the resolution also put the legislature on record against federal legislation "designed to prohibit closed shops or to provide that no employee shall as a condition of his employment be required to join a labor union." It declared that such "proposed legislation will, if enacted, tend to undermine the strength of labor and of labor unions throughout the country."

Brown Hits Knowland

California Attorney General Edmund (Pat) Brown has charged his gubernatorial opponent, Senator William Knowland, was proposing double standards and using cheap demo-

Right Definition

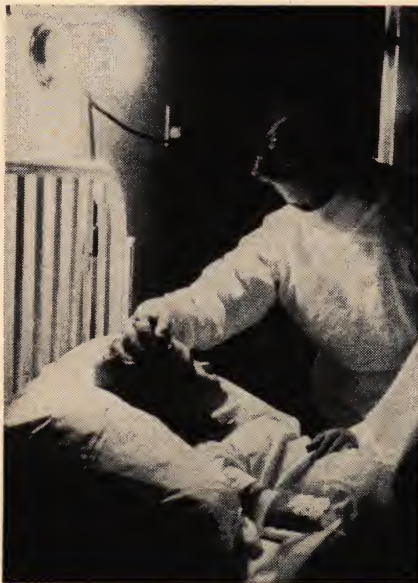
Joe Newman, columnist for the Cleveland, Ohio, *Press*, recently made this observation:

"The Ohio Chamber of Commerce is sponsoring a 'right to work' law. What they mean is a right-to-give-a-union-the-works law."

gogery on the so-called "right-to-work" issue.

Speaking to Alameda newspaper publishers, Brown said that Knowland had not proposed "right-to-work" legislation in Washington but is using the issue in his campaign for governor of California, thereby establishing two standards, one for California and one for the nation.

The Senator, Brown said, "apparently believes in more repressive legislation for California employers and employees than he does for the rest of the country."



(Washington Post Photo)

TEAMSTER HERO—Arnie Williams, 21, a member of Washington, D. C. Local 67 and a salesman-driver for the Pepsi-Cola Company, is shown visiting a boy he rescued when the lad's trousers caught fire in a field. When Williams spotted six-year-old Ronald McClary with his trousers aflame he leaped from his truck and threw his overcoat around the youngster. In fright the boy twisted free and Williams again had to catch him before he could remove the flaming trousers.

'Work' Law Peonage

"The adoption of 'right-to-work' laws, sometimes called voluntary unionism in Guatemala, has turned back the clock a hundred years and brought about a system of peonage, starvation wages and suffering there. By comparison, Mexico looks like a prosperous twentieth century country."

This was the report brought back to California by Attorney James M. Sinclair who recently visited Guatemala on a business and pleasure trip.

"After the overthrow of the dictator, Ubico, in 1944, labor unions developed pretty much the same as they are in the United States," Sinclair said. "Wages were raised to the highest point in Guatemala history."

"In 1954 there was a revolution and the new administration passed a right to work law patterned on the ones now being urged for some of our states."

"The resultant damage to the labor unions resulted in a drop in wages of approximately 35 per cent although the cost of living continued to rise."

"Today unskilled labor receives 50 cents a day in spite of the fact that living costs are just as high as they are in the United States."

Paid Sick Leave Granted

Teamster Local 1 in New York is mighty proud of establishing a FIRST in the brewing industry by winning paid sick leave provisions in a two-year contract with the Wallerstein company.

Under the agreement a wage increase of \$4 weekly took effect March 1 and another \$4 boost comes next March 1, making a full \$8 weekly increase in wages during the life of the contract.

The long-sought sick benefit calls for five days of sick leave annually at base pay. Unused days, if not taken during the year, are accumulated for future use.

The contract calls for such other benefits as—three hours off with pay before each Christmas eve and New Year's eve; an increase in welfare sickness and accident benefits from \$45 a week for 13 weeks, to \$51 a week for 26 weeks during periods of disability; time-and-a-half for all Saturday work.

Says Recession Planned

Walter K. Gutman, financial columnist for the New York *World Telegram and Sun*, said in St. Petersburg, Fla., recently that the present economic recession was manufactured by the government and management to bring labor leaders into line.

Addressing members of the research staff of a securities firm, Gutman said:

"Our present recession or depression—call it what you will—was manufactured. They got it because they wanted it. It has been a planned recession to combat labor leaders."

Pensioners Do Well

A retirement plan effective Jan. 1, between members of Local 144, Terre Haute, Ind., and the manufacturers of Clabber Girl Baking Powder has paid off already, according to J. W. Coakley, president of the local.

At the time the plan was negotiated Local 144 had 200 employees employed by Hulman and Company. Twenty-four of them were eligible for retirement and one for total and permanent disability payments. All of the 24 who are retiring started a three-week paid vacation Feb. 7 and at the end of this period began receiving checks for \$90 a month.

The \$90, according to the plan which calls for retirement at age 65, will be paid to retirees for a five-year period. Following that period they will be paid \$22.50 for the remainder of their lives. This is in addition to their Social Security payments.

Other Benefits. The plan also pro-

vides for death payments if death occurs before retirement and for total and permanent disability payments if it occurs before retirement.

Since 1946 employee members of Local 144, have won big gains in pay and other benefits. Women in the warehouse have received a 190 per cent increase, males 175 per cent and drivers, 144 per cent.

In 1953 a Health and Welfare program was negotiated which gave new and better benefits as well as improved working conditions to the employees.

Allied Van Gets Award

Allied Van Lines has been selected as first prize winner in the Great Dane-ATA Foundation Public Relations awards for a program designed to give parents psychologically sound information to help their families over the emotional bumps of a change of address.

The top award carried with it a prize of \$1,000 and a certificate. A \$500 award also went to Central Motor Freight Association, the home office state association.

The judges determined that "more than any other, this (Allied's) entry gave evidence of maximum professional skill in the conduct of a public relations project." The entry was built around a booklet entitled "When Families Move," which offered helpful suggestions on treating the psychological effects of moving on children.

The second place award went to Pacific Intermountain Express of Oakland, Calif., which received \$750 and a certificate while California Trucking Associations got \$350.

Dan Dugan Oil Transport of Sioux Falls, S. Dak., won third place, receiving a certificate and \$500, while Associated Motor Carriers Inc. of South Dakota received \$250.

The judges asked that special citations be awarded to five other companies for their "impressive public relations undertakings." These carriers are Consolidated Freightways, Menlo Park, Calif.; Murphy Motor Freight Lines, St. Paul, Minn.; Moss Trucking Co., Charlotte, N. C.; Cole's Express, Bangor, Me., and Wilson Truck System, Sioux Falls, S. Dak.

Democracy in Unions

Trade union leadership is devoted to the democratic processes, a University of Denver report, based upon a study of 57 international unions, shows. It was made by Don A. Seastone, assistant professor of economics in the College of Business Administration.

"The findings of this paper seem to indicate that a majority of current trade union leadership is striving at a conscious level to breathe new life into the organization with grass roots injection of democracy," Seastone stated.

He firmly rejected the idea that there are many "labor bosses" who "conduct unions without reference to rank and file opinion and welfare." But, he noted that in a few unions there is a "small but hard core of leadership which is not oriented toward popular determination of union policy."

"Within the last fifteen years public opinion has seemingly been more heavily swayed by the activities of this minority than by the less spectacular functions of the democratically-inclined majority," he observed.

Seastone asserted that union leaders cannot conceivably be "self-seeking labor bosses" and, at the same time, be so concerned with increasing attendance at union meetings and generally taking extensive steps to create rank-and-file interest in union affairs. He discovered there is "an area of considerable union pride" in union constitutions.

The study quoted some union officials as feeling that low attendance at union meetings was an indication that members were satisfied with the conduct of affairs. It was noted that during periods of economic difficulties attendance noticeably picked up.



DELIVERING — Dr. D. F. Milam (right), of the New York Heart Association, presents a "Heart of Gold" award to Thomas J. Beatson, personnel manager of the United Parcel Service in New York, while Edward Conway, secretary-treasurer of Teamster Local 804 watches. The award stemmed from a joint labor-management group contribution of \$1,663.94 to the Heart Fund.

Void Anti-Union Law

Efforts by local communities, particularly those in the South, to smash union organizing through restrictive ordinances have been dealt a powerful blow by the U. S. Supreme Court.

By a 7 to 2 decision, the Court has ruled unconstitutional an ordinance in the city of Baxley, Ga., which imposes a \$2,000 license fee on union organizers and calls for payment of \$500 for each person organized. Although the ordinance theoretically would have applied to all persons soliciting membership in an organization, it was clearly directed against union organizers.

Two organizers for the International Ladies' Garment Workers, Rose Staub and Mamie Merritt, were arrested for talking organization to local workers in Baxley without a permit and were convicted. They were given 30 days in jail and fined \$300.

Upholds Free Speech. The Supreme Court, in directing its fire against the ordinance under which the two women were convicted, declared that an ordinance abridging free speech by making it dependent on the will of local officials is unconstitutional "on its face."

"It is undeniable," said the majority opinion by Justice Charles Evans Whitaker, "that the ordinance authorized the mayor and council of the city of Baxley to grant 'or refuse to grant' the required permit in their uncontrolled discretion. It thus makes enjoyment of speech contingent upon the will of the mayor and council of the city, although that fundamental right is made free from congressional abridgement and is protected by the Fourteenth Amendment from invasion by state action. For these reasons, the ordinance, on its face imposes an unconstitutional prior restraint upon the enjoyment of First Amendment freedoms and lays 'a forbidden burden upon the exercise of liberty protected by the Constitution.'"

Justices Felix Frankfurter and Tom C. Clark dissented with the majority on the grounds that improper procedures had been followed in the long legal battle over the Baxley ordinance.

Heaven on Earth

Orville Jones, education and researcher director for the Ohio Industrial Union Council and a former Congregational Christian minister, has some advice as to how ministers might attain heaven on earth.

What Drivers Think

Even drivers with traffic violation records consider themselves above average at the wheel and the reason is because they have an image of themselves as good and law-abiding operators.

This was determined in a study made by the Opinion Research Corp., to determine if mass communications can actually move people to become better drivers.

Walter G. Barlow, executive vice-president of ORC, told a President's Committee for Traffic Safety that 9 out of 10 adults consider themselves above-average drivers. Five per cent of those questioned, considered themselves "probably one of the best drivers on the road." Twenty-four per cent said they were "definitely above the average of other drivers" they knew.

Sixty-four per cent figured themselves "a little above average" and only 2 per cent felt they were "a little below average." None felt they were "somewhat below average" or "a lot below average."

Lofty Opinions. All of the persons interviewed, who had previous violations classed themselves as above average. So did 98 per cent of those with no violations.

Barlow came to the conclusion that people will actually strive for safer and more skillful driving if they are flattered with symbols like "the good driver keeps up with progress on the highways," rather than the "drive safely" admonition they consider somewhat insulting.

The slogan "drive safely" on a billboard, for example, only makes the driver resentful. On the other hand, something suggesting a "good and law-abiding driver" may well stimulate the operator to develop more skill, said Barlow.

"Ministers ought to have a union," Jones said at a Church conference in Columbus, Ohio. "They would gain more respect and it would provide some procedure for airing grievances."

Minimum Wage Dallying

Organized labor is fighting hard despite a series of obstacles to get a minimum wage extension bill off the grounds as Congress plunges deeper into its 1958 session.

Worry about sputnik and international affairs, what amounts to a filibuster by conservative Congressmen on both Senate and House Labor Committees and a determined effort to keep down the number of uncovered workers coming under the \$1 minimum are making the job of getting a bill on the floor harder than it has been in several years.

The main hope now for enactment of the minimum wage bill, in the opinion of legislative experts, is that Congress will realize the importance of extending wage benefits at a time when the American economy is sliding and needs a shot in the arm.

Situation in Senate. There is strong hope that a bill will be reported out of the Senate Labor Committee within a matter of weeks. Right now supporters of an extension bill declare that Republican members of the Committee are staging what amounts to a filibuster.

The Eisenhower Administration bill would call for coverage of 2,500,000 workers, mostly in retail trade, with only about 300,000 of these 2,500,000 now getting less than \$1 an hour. A bill introduced by Sen. Kennedy (D.-Mass.) calls for coverage of about 6,000,000 with some estimates that only about 4,000,000 actually would be affected.

A bill presented by Sen. Morse (D.-Ore.) calls for extension of coverage to between 9,000,000 and 10,000,000 workers in the retail field, agriculture, food processings and other uncovered areas. It is becoming increasingly clear that neither the Senate nor House Labor committees will go that high. The Morse bill also extends over-time provisions more extensively than do any of the other bills.

Lot of Talk. On the House side all the talk is for a bill that would extend protection to about 5,000,000 workers, mostly in the retail trades. Rep. Roosevelt (D.-Calif.) is optimistic about the measure.

Chief obstacle in the House is the long series of hearings on which the committee has been insisting. Roosevelt figured that his own subcommittee had heard over 500 witnesses. Yet hearings are still going on.

Building Trades Pact

The eighteen unions comprising the Building Trades Department of the AFL-CIO have voted to accept a proposal which they hope will settle jurisdiction in repair and maintenance work in industrial plants.

Last December the Building Trades threatened secession from the Federation during their Atlantic City convention unless they were given assurance that their jurisdiction was more secure in industrial plants which had contracts with industrial unions. Their claim was that industrial unions were invading their territory.

Three-Step Plan. Meeting in Miami in early February with the AFL-CIO Executive Council, the unions accepted a proposal which sets up a three-step procedure for settling any differences: A two-man team made up of a building tradesman and an industrial union man will be called in the event of a dispute. They will award the disputed work after weighing the factors involved. But this is not binding. If not satisfied with the two-man findings either union may appeal to an AFL-CIO Committee. That still being unsuccessful a further appeal may be made to the AFL-CIO Executive Council. By this time, Federation leaders believe, the dispute will have been settled in the face of the

Is He Still Boss?

About 50 husbands in Toney-refail, Wales, announced they had organized the Ancient Order of Contented Husbands, dedicated to the principle that "a man has to be boss in his home."

Under their constitution, members of the Ancient Order can be fined or expelled for such offenses as:

- Revealing the amount of wages to wives.
- Washing dishes.
- Chopping wood.
- Getting coal.
- Pressing clothes.
- Scrubbing floors.
- Preparing breakfast.

Another requirement is that members must attend meetings in the local pub once a day.

Newsmen were successful in getting comment from only one wife who had this to say: "Wait'll they see the dual union we set up. It'll make their heads spin."

Executive Council's decision not being absolute either.

George Meany, AFL-CIO president, expressed satisfaction with the agreement. He said he looked for

"much better relations" between the warring factions as a result of the agreement.

More Efficiency. Coincidental with the agreement building unions and contractors agreed on Feb. 5 on a national program designed to encourage full use of labor-saving machinery and to wipe out practices which arose during the years following World War II.

Richard J. Gray, leader of the huge building trades union, said the new plan would be kicked off in heavy construction projects in oil refineries, public utilities, steel mills and chemical plants. It will soon spread to all branches of construction, he said.

It was made plain by Gray and John F. O'Connell, a management man serving as chairman of a cost-study program, that the new plan was not going to undermine the basic wages or working standards of the union man.

The plan was under study for three years and was developed by a joint committee comprised of building tradesmen and officers of the National Constructors Association. Twenty-four companies doing 90 per cent of the country's big industrial jobs with payrolls covering more than 75,000 mechanics, excluding subcontractors, make up the NCA.

Industry spokesmen hailed the plan as an "historic contribution" to increased efficiency in building operations and a "stimulant to construction."

The Thin Man

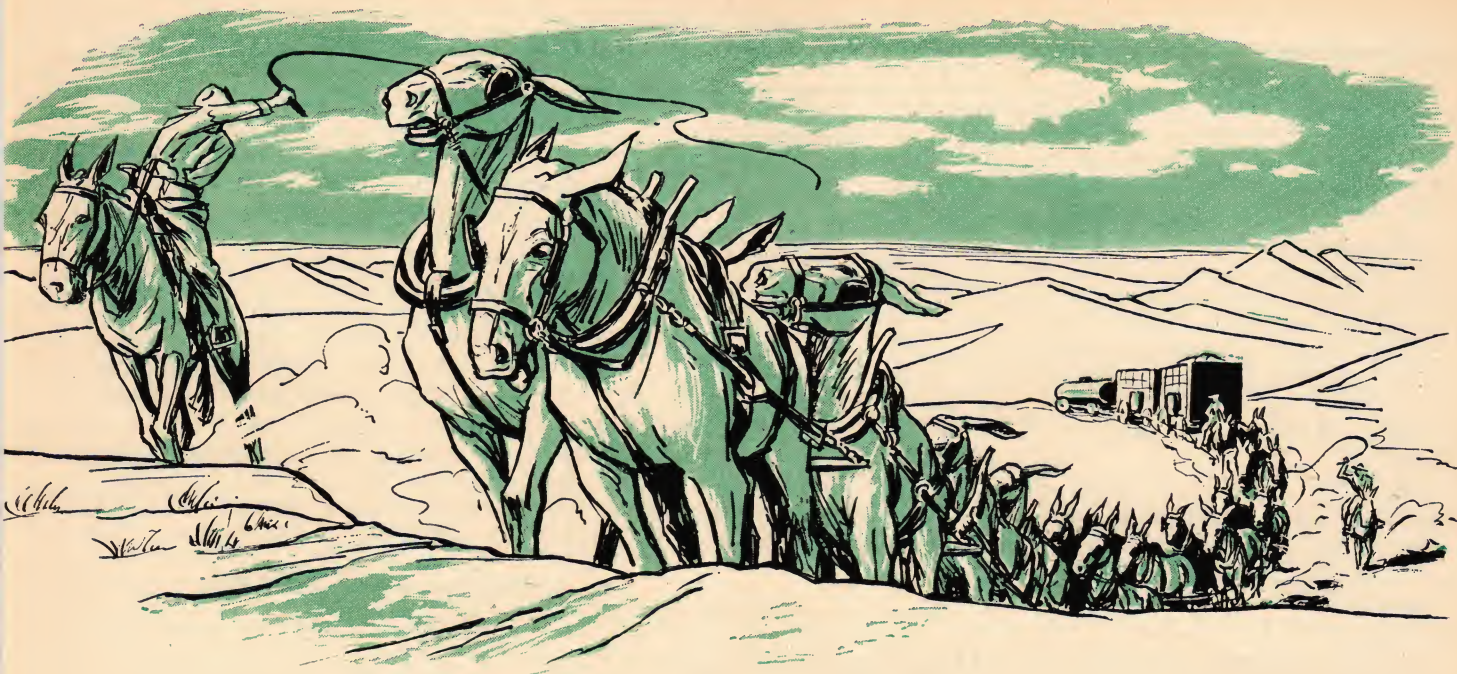


Butchers Give Warning

The Amalgamated Meat Cutters warned a Congressional Committee that the current "desperate shortage of meat inspectors" will boost the price of meat unless the shortage is eased by adequate appropriations. Union President Thomas J. Lloyd said that the Meat Inspector Division of the Department of Agriculture "was literally not able to fulfill its job" because of a lack of inspectors.

Gets Boilermakers Post

Homer E. Patton, 43, has been appointed secretary-treasurer of the Boilermakers and Blacksmiths by President William A. Calvin and the union's executive council. Patton, a vice president of the union for the Northwestern Pacific area, succeeds William J. Buckley, who died recently.



Days of Swamper Ike Recalled

Death Valley's Twenty-Mule Teams

By Edna Mae Anderson

IT has been said that there were probably no more vivid or romantic figures in the old west than the mule skinner who, in the eighties, drove the twenty-mule teams with their 10-ton loads of borax from Death Valley to Mojave.

They could pull up beside a dump with the mules in a line so straight a stretched string would touch the ear of every mule on either side of the chain. Good teamsters never yelled at their mules but spoke in a quiet conversational tone. Hard-working and conscientious, the loneliness and heat of the long desert haul often filled them with a sullen fury which could explode into murder.

Death from Heat

Men died from heat prostration because they were unable to drink enough to offset the loss of bodily fluids.

At the lonely grave of one such victim a friend's farewell was, "Jimmy, you lived in the heat and you died in the heat and now you have gone to hell."

Of all the teamsters hired by the Harmony Borax Works only one name is remembered, Joe Salsuepuedos or Swamper Ike. He was first employed as a swamper when about thirty years of age but he was no newcomer to Death Valley.

In the early fifties his mother and father had journeyed across the valley on their way to the California gold mines. They separated from the caravan to search for water and their journey ended at the base of Telescope Peak.

Baby Left in Desert

The father kissed his wife and child and started out on foot in search of a stream or spring. When he did not return, the wife drained the last few drops of water into the baby's bottle, and then laid him under the prairie schooner on a blanket and went out after her husband.

A band of Cocopah Indians lay hidden on the mountain side. They would have helped the desperate family but they feared the white man's rifle. At sundown when the parents failed to return, they rescued the wail-

ing baby and took him to their village near the Colorado River. They named him Salsuepuedes which means "get out if you can."

Secrets of Survival

Many times during his boyhood he followed their migrations across Death Valley and learned from them the secrets of desert survival.

As a swamper or teamster's helper Joe Salsuepuedes earned \$75 a month. His job was to perch on the rear wagon and put on the brake when going downgrade, to sit up in front and throw stones at lazy mules on the upgrade, to secure firewood and cook the meals, to spell the driver on the long haul. Because of his unpronounceable name he was soon called Swamper Ike. Later he became a teamster at \$120 a month.

The twenty-mule teams continued to haul borax until 1889. When the works closed down and the chuckle of the wagons could no longer be heard, the desert silence was more oppressive than ever.

Swamper Ike became a guide, lead-

ing tourists into Death Valley. In the spring of 1902 David A. Hutton and two friends made the wagon trip from Los Angeles to Death Valley with him as guide, cook and teamster.

He fascinated them with his yarns of adventure; armed robbers at Searles Spring (the prominent scar on his face was from a robber's bullet), narrow escapes as when he and his team bogged down to their bellies at Salt Springs and were rescued by the fortunate appearance of Indians with ropes.

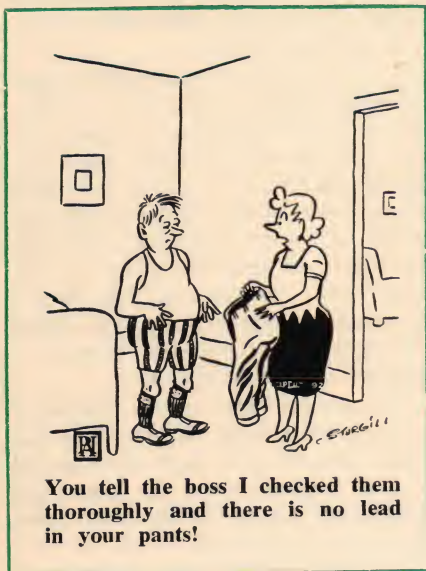
Mr. Hutton says, "Ike was a peculiar character, tall with stooped shoulders, a piercing eye, a determined cast of countenance, a sun-cracked face resembling a piece of leather left in the sun for years, his wiry body encased in shabby clothing. The old desert guide was happy when his recitation of adventure thrilled his listeners. . . .

"As we neared Telescope Peak, Swamper Ike suddenly halted and tears shone upon his bleached and weather-calloused cheeks. Here was a man of stone whose heart was bleeding as though a thousand blades of steel had entered it simultaneously."

Then kneeling in the sand the guide told the story of his lost parents. One wonders how many times he had told it before!

According to other historians Ike had a tale to tell. Driving a twenty-mule team 320 miles round trip across the desert was worth all of \$120 a month even in the eighties. It might have been a whale of a lot of money for that time but it was also a whale of a job!

—Reprinted from Berkeley, Calif., Gazette.



Tough Life

One of the most heartbreaking stories of 1958 was told recently by J. A. Livingston, economist-columnist for *The Washington Post and Times Herald* and other newspapers.

He described how tough things are for rich folks who have to clip bond coupons every month to eke out a living. It takes 5 to 15 minutes a month of "tedious clippings," Livingston reports, for one of his wealthy friends to collect his inheritance.

Hot Cargo Case

(Continued from page 5)

public interest, Justice John M. Harlan asked Manoli:

Raises Point of Evasion

"Why do you shy away from saying that this (hot cargo) is contrary to public protection?"

"Because I don't have a Board majority in that feeling," answered Manoli.

At another point, Manoli stated that if an employer decides not to do business with another company without the inducement of a union "there is nothing we (the NLRB) can do about it."

Later Justice Brennan asked:

"If a secondary employer has a construction contract and is unionized he may be very careful not to do business with non-union companies. What about public policy then?"

"I am limited by my clients views," answered Manoli.

Thatcher told the Court that employers, in most cases, enter into "hot cargo" agreements for reasons of their own benefit. He said they may desire to aid the union because substandard employment terms at the "struck" plant may bring about undesirable competitive practices resulting from lower costs or they may be in sympathy with the union's cause.

As far as secondary boycotting is concerned, Thatcher maintained, the language of this particular section of the T-H Act doesn't indicate any intent to protect the public generally from a boycott and its effects but only to protect a neutral party against

strike action in order to force that neutral to boycott someone else.

"It is difficult to escape the conclusion that a majority of the present Board (NLRB) members, in an effort to reach what they apparently considered an evil—the "struck goods" clause—have substituted, out of personal predilection, their concept of what the scope of the secondary boycott prohibitions of the T-H Act should be for what I believe to be the intent of Congress," said Thatcher.

He had claimed that Congress, in passing the T-H Act, did not intend to outlaw "hot cargo."

So the NAM Thinks

Do you know what the word "one-sided" means?

The dictionary defines the word as "relating to, consider or dealing with only one side."

Now the National Association of Manufacturers advances the puzzling contention that the Douglas Bill calling for full disclosures of employee health and welfare funds is "one-sided" although both unions and employers would have to open their books.

Just a Blind. The Douglas bill is one-sided, says the *NAM News*, because it is an anti-business measure, nothing more than a "blind to harass employers and block corrective legislation."

The paper says that "industry experts who have studied the measure say that it has been perverted into a bill designed to greatly strengthen the monopoly power of big unions under the guise of meeting a public need."

According to pretty widely accepted statistics, about 92 per cent of all employee health and welfare funds are administered by employers. These, however, the NAM feels should not be regulated.

It bases its views on the fact that "there has been no complaint" against the employer funds in the McClellan hearings to date. Actually a previous hearing by a committee headed by Sen. Paul H. Douglas (D., Ill.) did report serious instances of corruption in employer-managed funds.

Another tack taken by the NAM is that regulation of all funds would "mark the beginning of a huge new Federal bureaucracy" but regulation of union-administered funds would be okeh, so far as the NAM is concerned.

If You Had a Million . . .

Four out of five employed American men would work even if they inherited enough money to live comfortably without a job.

While some would switch to a different kind of work if they could, more than two-thirds of the nation's farmers and better than three-fifths of those in middle class occupations would stay in their present type of work.

These are two of the principal findings of a nation-wide study conducted by the Survey Research Center of The University of Michigan's Institute for Social Research.

According to Nancy C. Morse and Robert S. Weiss, authors of the study, having a job means a good deal more than just making a living especially for those who work as professionals, managers employed by others and sales personnel.

"Many individuals in these middle class occupations emphasize the interest to be found in their jobs, and the sense of accomplishment which comes from work well done," Morse and Weiss state. The type of work performed by middle class employees offers this type of satisfaction because it is concerned more with symbols and meanings than physical labor, they say.

Must Keep Busy. In contrast, working class jobs are more concerned with physical activity: handling tools, operating machines, lifting, carrying, etc. For this reason, life without working is more often seen as life without anything to do by members of this class.

Those in less interesting and lesser prestige jobs are more likely to say they'd change jobs after a windfall inheritance. Their most frequent choice for a new field: going into business for themselves, a transition not seen as requiring much additional formal education and training.

Approximately two-thirds of all those who say they'd keep on working even if they didn't have to cite positive reasons why they liked having a job. Keeping occupied and interested, keeping individually healthy, and enjoying the kind of work done were most frequently mentioned.

On the other hand, one-third could give only negative reasons for this desire: 14 per cent said they'd "feel lost or go crazy" without work. This suggests that work is an important element in the emotional economy of many individuals.

Truck Growth Impressive

Adversity seems to bring out the best in men. So it is with Teamsters and the Trucking Industry.

The February TEAMSTER carried the story of a 40,090 increase in IBT membership in 1957 despite reckless accusations, unfair publicity and flagrant attempts to wreck this organization.

For years the railroads have been battling the competition they have been receiving from the trucking industry. Now comes an announcement of the astronomical growth of motor transport in 1957 — growth under adversity—growth in spite of efforts by the rails to portray "big trucks" as a highway menace.

Teamsters Aid Growth. The burgeoning growth of the trucking industry has been nourished greatly by the enthusiastic support of hard-working Teamster members, interested in bettering their employers as well as themselves, for the two go hand-in-hand.

Through flexibility, dependability and speed, trucks in 1957 succeeded in raising their gross revenues by out-competing railroads and taking a little more of their long-haul business. Estimates are that trucks hauled 6 billion ton miles more than they did in 1956 for a total of 260,000,000,000.

In other words, the trucking industry accounted for some 19 per cent of all long-distance freight as compared to 48 per cent for the rails. Ten years ago the trucks were getting but 11.2 per cent as against the rails 62.6 per cent.

Near the end of 1957, when the railroads were watching their freight hauling drop at a rate faster than at any time since the end of World War II, trucks were busily hauling a little more than they had during the same period in 1956.

Truck Accidents Decline. Teamsters played an important role in traffic safety with the result that truck owners could point to a 71 per cent decline in truck accidents since 1934. In 1933 and 1934 the rate was 5.7 accidents for every 100,000 vehicle miles traveled. In 1955 and 1956 a rate of 1.63 per 100,000 miles was set.

Teamsters were among those tooling trucks for a total of 115 billion miles last year. Since 1946, truck miles traveled have doubled and gross national product has increased approximately 40 per cent. So truck travel

is closely paralleled to economic activity and prosperity.

Trucks were a huge source of special tax revenue last year. They paid a total of \$2,140,000,000.

The above facts and figures are from the 1957 edition of *Motor Truck Facts*, a biennial statistical handbook of the Automobile Manufacturers Association.

Unfair Cases Set Record

Growing tensions in labor-management relations is reflected in reports of the National Labor Relations Board for the October through December, 1957, period.

More cases of unfair labor practices were filed during this period than in any three-month period since the Labor-Management Relations Act took effect in 1947.

The 2,095 unfair labor practices cases filed in this quarter represents a 73 per cent increase over the 1,208 filed during the corresponding quarter of 1956 and a 29 per cent increase over the 1,620 filed during the preceding three months of 1957. The previous high was 1,762 cases in the third quarter of 1954.

Unfair labor practice cases against employers totalled 1,379. This was an increase of 70 per cent over the 813 charges filed in October-December 1956, and 30 per cent increase over 1,060 charges filed during the preceding quarter of 1957. The previous high was 1,287 cases in the third quarter of 1954.

Cases against unions totalled 716. This was an increase of 81 per cent over the 395 charges filed in October-December 1956, and a 28 per cent increase over the 559 charges filed during the July-September quarter of 1957, which was the previous high.

Memorial to FDR

Thirteen years after his death, a memorial honoring Franklin D. Roosevelt is now in the works.

A special committee of noted artists and architects has inspected possible sites in Washington and has discussed what kind of memorial they will propose to a commission set up by Congress two years ago.

The Roosevelt Memorial Commission already has narrowed down to two or three prospective sites for the memorial, the nature of which has not yet been decided.

WHAT'S NEW?

Long-Burning Cargo Heater Protects Load

A cargo heater, producing up to 11,000 btu/hr., burns methol alcohol and is said to burn up to 30 hours without refueling. Designed form the protection of perishables, the heater has a thermostatic control to give 30 to 70 deg. F. This cargo heater has the added advantages of giving off no harmful fumes or gas, requiring no outside venting and having built-in safety valves. The unit is secured to the load by spring hooks and there is an optional wire guard that protects the heater and cargo from accidental damage.

Carburetor Cleaner Cuts Cleaning Time

Carburetor cleaning time has now been reduced to less than 20 minutes with a new and improved service kit introduced by a Pennsylvania firm.

The new service kit permits the company's cleaning fluid to be applied directly through the carburetor. During the cleaning process the engine operates on the cleaning mixture which forcibly flushes away the gum, varnish and dirt that have accumulated in the carburetor. It is claimed to be the only method which provides for complete cleaning without taking the carburetor apart or removing it from the engine. The new model, according to the manufacturer, includes a special plastic dispenser which holds up to one quart of cleaning fluid and is graduated for easy, quick measurement of the cleaning mixture. The fluid level is visible at all times. In addition, a sturdy "hanger" makes it easy to attach the unit to the underside of the hood.

The complete service kit is protected with a lifetime guarantee. If

any of its parts become broken, damaged, worn or lost, they are replaced without charge. It is covered by U. S. Patents.

Hydraulic Refrigeration Unit Called "First"

Particularly designed for trailers is a new hydraulic-driven refrigeration unit called a "first" in the transportation field by its California manufacturer. A pump that is driven from the rear axle is a main feature of the unit. Its electric stand-by motor, marking an advanced concept in engineering, eliminates the need for an auxiliary gasoline engine required by many other refrigeration units now on the market. According to the manufacturer, the result is a smooth - running, efficient refrigeration unit that operates at greatly reduced cost to the fleet owner. He estimates that the savings should reach as much as \$1,000 per trailer in a given year.

Versatile Applications Of Selector Truck

Designed for use with either a tractor-trailer system, in-floor dragline or for manual operation, is a new line of four - wheel selector trucks. Available in 2,000 to 2,500 pound capacity, the trucks are equipped with eight-inch casters, either 10 or 12-inch main wheels and are adaptable to warehousing and order picking functions. The dragline mechanism and pushing handles at the front are protected by a heavy-duty rounded corner bumper and corner pads are located at the edges of the steel-bound hardwood deck. Full width backboard and hinged clipboard are standard on all models and nine different deck sizes are available ranging from 30x48 inches to 36x60 inches.

Aluminum Ladder Is Sturdy, Lightweight

Four sizes are featured in a new line of lightweight, non-corrosive ladders with rubber-tipped legs to insure safe, four - cornered support.

Extruded aluminum steps are said to increase safety and prolong the ladder's life. Easy movability is afforded by smooth-rolling ball-bearing casters which retract automatically when the ladder is stepped on, leaving it resting on its rubber-tipped legs. Solid ribbed aluminum permits easy cleaning and there are no bolts, rivets or parts to loosen. Hand rails are included on the 3- and 4-step models.

Overhead Guard for Fork Lift Trucks

A Michigan firm has placed on the market a fork lift truck overhead guard which has the additional convenience of easy access to the engine. The rear support is a spring-loaded strut that swings up and out of the way, allowing the hood to tilt back. The front supports of the guard are bolted to the chassis, yet the hook-type counterweight is easily removable. Also spring-loaded is this overhead guard which has a low over-all height that permits clearance with ample headroom through the standard seven - foot door opening. Slightly narrower than the fork truck, to prevent damage when working in close areas, the framework of the guard is made of steel tubing, affording high impact and bending strength together with low weight. The guards are available in two models to fit both gasoline and LP-Gas models of the firm's forklifts from 2,000 to 5,000 pounds.

Foot Operation of Side Frame Jack

Lifting from the side, a new frame jack from a Milwaukee distributor is designed to fit all cars. Greater strength is achieved by the one-piece design of the twin bases and the rack bar and a tight grip on the car frame is assured by the fact that the lifting saddle remains vertical during operation. Combining minimum weight with maximum durability, the jack has a 1-ton capacity and comes with a removable 18-inch lug wrench handle that locks in place for foot operation.

FIFTY YEARS AGO

in Our Magazine



(From Teamsters' Magazine, April, 1908)

An Annual Convention?

OUR magazine notes that nearly all of the progressive and successful organizations of labor in this country have adopted a biennial convention. Some arguments for and against more frequent conventions were listed.

The proponents of an annual convention argued that:

- Should a set of officers be untrue to their trust . . . it would be a good thing that they were elected only for a year.
- Possibility of a need to change our constitution would be delayed for an excessive period if conventions were held only every two, three, four or five years.
- An annual convention offers delegates a more frequent interchange of ideas and consequently makes for a more cohesive organization.

The proponents of less frequent conventions were just as outspoken and offered powerful arguments against the annual convention:

- The General Executive Board or rank and file members through a referendum vote could have the power to remove any dishonest officers from office if they were ever elected.
- Convention costs now run around \$50,000 thus making more frequent conventions economically unsound.



President Tobin, in view of the move by many international unions to have more frequent conventions, proposed that this would be a good question to discuss at the next convention.

He also pointed out that our Constitution is very much in need of attention. "It has been sorely neglected for the past two or three years," Tobin said. "I trust that no matter who the officers of this organization are next year, that the delegates who attend our convention at Detroit will come prepared to work a Constitution that will be a credit to our organization, and not devote the time of the convention to making a slate whereby they can elect only the fellow who has a few votes to give away."

IBT-UTA Clash

CIVIL war between our International and the insurgent United Teamsters of America continues to rage. Some incidents of violence have been reported since the beginning of the year.

In New York City, Second Vice President Joseph Forkey was shot down by an attacking mob of United Teamsters' members.

Events that led to the attack center around a driver named McGovern and a member of Local 449, International Brotherhood of Teamsters.

Brother McGovern was in the employ of a master teamster in New York City named O'Mera. Mr. O'Mera operates some 17 or 18 teams of wagons in the city, all of them manned by UTA men—with the exception of McGovern.

When the business agent of the United Teamsters approached McGovern and demanded that he become a member of the UTA, he refused, stating that he would rather lose his job than become a member of an organization of seceders. The business agent then told O'Mera to get rid of McGovern. He said his men would refuse to work with him.

Mr. O'Mera boldly replied that McGovern was the best man he had on the wagons and refused to fire him. When the business agent found that he could not intimidate either McGovern or

O'Mera, the UTA men went out on strike.

At this point, Vice President Forkey moved in enough members of our union to man the idle wagons.

On the afternoon of March 14, a band of United Teamsters armed with weapons of every description, including dangerous firearms, attacked our members. In the foray, Vice President Forkey fell to the pavement, a bullet in his leg. Fortunately, the bullet did not find its mark in a more vital area and Vice President Forkey is recovering.

Such conditions as described above are disgraceful not only to the men who belong to labor organizations, but to the entire community, and we wonder sometimes, with people representing labor in cases such as this, that labor has gained as much as it has in the past few years. Not alone do we deplore such conditions, but we trust that the honest-thinking members of our organization throughout the country will stamp out every effort made by the members that represent such outrages as striking against union men in every section of the country.



*How do you manage
to look so fresh and cheerful
after shopping all day?*



EASY...

*I always have
my packages*

**TEAMSTER
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